



## Equality Impact Assessment Template

Before carrying out EqIA, you should familiarise yourself with the University's EqIA Policy Statement and Guidance and Checklist Notes, and undertake our online training on Equality and Diversity and EqIA. These, along with further information and resources, are available at [www.ed.ac.uk/schools-departments/equality-diversity/impact-assessment](http://www.ed.ac.uk/schools-departments/equality-diversity/impact-assessment)

EqIA covers policies, provisions, criteria, functions, practices and activities, including decisions and the delivery of services, but will be referred to as 'policy/practice' hereinafter.

**A. Policy/Practice (name or brief description):**

GRADUATE DISCOUNT – *Proposal to increase discount rate for graduates on our postgraduate fees for 2020/21 only as a COVID-19 response.*

**B. Reason for Equality Impact Assessment (Mark **yes** against the applicable reason):**

- Proposed new policy/practice
- Proposed change to an existing policy/practice
- Undertaking a review of an existing policy/practice
- Other (please state): YES

**C. Person responsible for the policy area or practice:**

Name: Colm Harmon

Job title: Vice Principal Students

School/service/unit: Student strand of Covid-19 Adaptation and Renewal activities.

**D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:**

- affects primary or high level functions of the University
- is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)?
- It is one which interested parties could reasonably expect the University to have carried out an EqIA?

**E. Equality Groups**

To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s)

- Age

- discount applies to UoE graduates so most likely to impact on those over 21 and, because of the timeframe for decisions, very recent graduates rather than our wider alumni group.

- Disability
- race (including ethnicity and nationality)
  - applies across all race groups and applied as a proportion of fees. However, tuition fees for on-campus programmes do differentiate between home and international students.
- religion or belief
- sex
- sexual orientation
- gender reassignment
- pregnancy and maternity
- marriage or civil partnership<sup>1</sup>

Add notes against the following applicable statements:

- On any available information about the needs of relevant equality groups:
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:
  - Policy responds to strong cyclical pattern of increased graduate unemployment during recessions and to the articulation of significant reductions in GDP in the first half of 2020 as a result of the pandemic. Further data on the depth of the recession will be considered at the review of the policy.
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:
- If the policy/practice contributes to advancing equality of opportunity<sup>2</sup>
- If there is an opportunity in applying this policy/practice to foster good relations:
- If the policy/practice create any barriers for any other groups?
- How the communication of the policy/practice is made accessible to all groups, if relevant?
  - FAQ published on current student Covid-19 pages and fees page updated to reflect this amendment to policy.
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice?
  - Policy development included consultation with SRFSG which explicitly includes representation of student sabbatical offices.
- Any potential or actual impact of applying the policy or practice, with regard to the need to eliminate discrimination, advance equality and promote good relations:

## F. Equality Impact Assessment Outcome

<sup>1</sup> Note: only the duty to eliminate discrimination applies to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect.

<sup>2</sup> This question does not apply to the protected characteristic of marriage or civil partnership

Select one of the four options below to indicate how the development/review of the policy/practice will be progressed and state the rationale for the decision

**Option 1:** No change required – the assessment is that the policy/practice is/will be robust.

Policy is proportionate in achieving the desired objectives and recognises explicitly that the impact of Covid-19 on graduate employment opportunities is significant. Improving access – through reduction in cost - to postgraduate study to our graduates provides a route to provide some mitigation of that impact. WP access to PGT study is an ongoing concern for the Widening Participation Steering Group.

Discount factor applied as a percentage of fee – so proportionate benefit is the same regardless of fee status grouping.

Application of discount factor mitigates but does not remove the financial challenge for students from limited financial backgrounds – given living cost requirements.

#### **G. Action and Monitoring**

1. Specify the actions required for implementing findings of this EqIA and how the policy or practice will be monitored in relation to its equality impact (or note where this is specified above).
  - Change in take-up of graduate discount will be monitored and reported to SRFSG/UE in October as the number of entrants is confirmed.
2. When will the policy/practice next be reviewed?
  - Consideration of extension of the policy will be undertaken alongside impact data in October.

#### **H. Publication of EqIA**

Can this EqIA be published in full, now? Yes

If No – please specify when it may be published or indicate restrictions that apply:

#### **I. Sign-off**

EqIA undertaken by Tracey Slaven, Deputy Secretary Strategic Planning

Accepted by Colm Harmon, VP Students

Date: 18 June 2020

Retain a copy of this form for your own records and send a copy to [equalitydiversity@ed.ac.uk](mailto:equalitydiversity@ed.ac.uk)

