Equality Impact Assessment – ENT041 - Authentication Improvements and Evaluation of Cosign Replacement

Before carrying out EqIA, you should familiarize 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

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):

Practice – The existing EASE web application page will be updated to implement a new design and sign-on process for staff, students and Alumni. Offering a more secure sign-on process that encompasses a design that is less likely to succumb to Phishing attempts. The new authentication methods in place will comply with the revised password policy. End users will be able to upload an image is familiar to them, this will be displayed prior to them entering their password details, giving them the security that they are entering their details into a valid website.

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

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

C. Person responsible for the policy area or practice:

Name: **Graeme Wood**

Job title: **Enterprise services Manager, ITI Enterprise Services**

School/service/unit: **ITI Enterprise Services, Information Services Group (ISG)**

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

- affects primary or high level functions of the University **Yes**
- is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)? **N0**
- It is one which interested parties could reasonably expect the University to have carried out an EqIA? Yes

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. Equality Groups

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

- Age –
- Disability – see below.
- race (including ethnicity and nationality) – see below
- religion or belief -
- Sex -
- sexual orientation -
- gender reassignment -
- pregnancy and maternity -
- marriage or civil partnership[1] -

EASE web application is available to all staff, students and Alumni at the University and therefore it has the potential to be relevant to all groups.

The equality groups for which the policy/practice is particularly relevant are disability and race as the new design may affect how disabled users access the website using assistive technology such as voice recognition software, screen readers or screen magnification software. We will ensure as far as possible that the new solution promotes and facilitates compliance with the Web Content Accessibility Guidelines.

Guidance is provided in English but users can use their browser settings to translate the content. We do not believe this will result in any significant disadvantage but we will continue to monitor this on an ongoing basis.

Add notes against the following applicable statements:

- **On any available information about the needs of relevant equality groups:**
Advice can be sought from the Staff Disability Officer, or the Student Disability Service. For any other relevant equality group contact equalitydiversity@ed.ac.uk

- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed: **Not that we are aware of.**

- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:
  We are unaware of any practice that will lead to any form of prohibited conduct. The software will be checked for accessibility to ensure no disadvantage to disabled users. Where required we will make reasonable adjustments which in this case may involve providing information/guidance in alternative formats etc.

  If the policy/practice contributes to advancing equality of opportunity[2]   No direct affect

- If there is an opportunity in applying this policy/practice to foster good relations: The project should create no disadvantage to end users.

  If the policy/practice create any barriers for any other groups?   This policy should create no barriers to other groups

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[1] 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.
[2] This question does not apply to the protected characteristic of marriage or civil partnership

- How the communication of the policy/practice is made accessible to all groups, if relevant? All communication will be presented in a variety of mediums including email and on the University Website where all pages comply with the AA standard of the Web Content Accessibility Guidelines (WCAG) 2.0.

- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? Who should I involve?

- 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: No foreseen discrimination.

F. Equality Impact Assessment Outcome

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. For the reasons stated above

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).

   - Monitor and respond to all solution UAT/user feedback, and noting any positive or negative impacts on any of the nine protected characteristics and acting accordingly
   - Make staff aware of the need to make reasonable adjustments
   - Assess any changes to the software and system to check its accessibility.

2. When will the policy/practice next be reviewed?

   - When there are any updates or changes to the system or when we receive any feedback related to any nine of the protected characteristics. .

H. Publication of EqIA

Can this EqIA be published in full, now? (Once signed off and complete send equalitydiversity@ed.ac.uk. It is published on the Equality Diversity website.)

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

I. Sign-off

EqIA undertaken by (name(s) and job title(s)): Gail Devaney, Senior Project and Programme Manager, Infrastructure Division, Information Services Group

Accepted by (name): Graeme Wood, Enterprise Services Manager, ITI Enterprise Services

[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.]

Date: 04/07/19

Retain a copy of this form for your own records and send a copy to equalitydiversity@ed.ac.uk