



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

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):
Rosemary Candlin Fellowship

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

- Proposed new policy/practice

C. Person responsible for the policy area or practice:

Name: Chris Heunen

Job title: Director of People & Culture

School/service/unit: Informatics

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

- is relevant to the promotion of equality
- is one which interested parties could reasonably expect the University to have carried out an EqIA

E. Equality Groups

The Fellowship is relevant to all equality groups (age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity, and marriage or civil partnership), as it explicitly proposes to recruit a Fellow from underrepresented groups. No discrimination is expected to result from the policy, but instead it is expected to advance equality of opportunity.

Applicants will be asked to motivate why they are good candidates for the Fellowship, which necessarily means disclosing some of these characteristics. This information will be kept confidentially to assess the policy, and not published when the successful applicants is in post unless they choose to do so.

There is a risk that good relations with 'overrepresented groups' may weaken. The Fellowship/policy will be published and advertised to all groups, regardless. The School's People & Culture committee is directly involved in the development, review, and monitoring of the policy.

F. Equality Impact Assessment Outcome

No change required – the assessment is that the policy/practice is/will be robust.

G. Action and Monitoring

The balance of applicants will be monitored with each recruitment cycle, and the policy and job description adjusted accordingly.

H. Publication of EqIA

Can this EqIA be published in full, now? Yes

I. Sign-off

EqIA undertaken by (name(s) and job title(s)): Chris Heunen, Director of People & Culture

Accepted by (name):

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

Date: **13/3/24**

Retain a copy of this form for your own records and send a copy to

equalitydiversity@ed.ac.uk