



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):

Process for Assignment of Pure Profiles

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

- Undertaking a review of an existing practice

C. Person responsible for the policy area or practice:

Name: Dominic Tate

Job title: Head of Library Research Support

School/service/unit: Library & University Collections

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 (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
- Disability
- race (including ethnicity and nationality)
- religion or belief
- sex
- sexual orientation
- gender reassignment
- pregnancy and maternity

- marriage or civil partnership¹

The Research Information Systems team and Research Support colleagues in Schools and Colleges have carefully considered the impact of this formalised process on the equality groups. Overall we expect there to be no negative impact on these groups. If anything, formalising the process will lead to greater inclusivity through the wider availability of Pure to everybody, which will allow all staff to be able to promote their research and research-related activities.

Add notes against the following applicable statements:

- If the policy/practice contributes to advancing equality of opportunity²

The process will ensure that more staff have the opportunity to share their research and research-related activities with the wider research community. Before this process was formalised, the practice varied across the university meaning that some staff missed out on this opportunity.

- How the communication of the policy/practice is made accessible to all groups, if relevant?

The most important stakeholder group in the first instance will be the research support/administration staff implementing the process. The Research Information Systems team will provide ongoing training for this group.

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.

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).

Research Information Systems Governance Group will have ownership of this newly formalised process and will review it on an annual basis.

H. Publication of EqIA

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

Can this EqIA be published in full, now? Yes

I. Sign-off

EqIA undertaken by (name(s) and job title(s)):

Dominic Tate (Head of Library Research Support)

Nik Tahirah Nik Hussin (Research Information Systems Support Officer)

Accepted by (name): Dominic Tate

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

Date: 2 September 2019

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