



THE UNIVERSITY *of* EDINBURGH

# Equality Impact Assessment Template

If you require this template in an alternative format, such as large print or a coloured background please contact [HRHelpline@ed.ac.uk](mailto:HRHelpline@ed.ac.uk).

You'll find it useful, before filling in this assessment template, to complete the online course:

[Introducing Equality Impact Assessment](#)

This template is designed to be used alongside the:

EqlA [Guidance and Checklist](#)

EqlA [Policy Statement](#)

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

A. Key Information	
<b>Policy/practice name:</b>	European Merit Scholarship
<b>General background/aims of policy/practice:</b>	This is a pilot European recruitment scholarship in the College of Science and Engineering for 2025 entry. Targeted at Germany (primary Target Country); France (proximate market); and Spain (not a University level Target Country, but a strong sender for CSE). This aims to boost recruitment from these territories in line with university International Diversification aims.
<b>School/Dept:</b>	Student Recruitment and Admissions
<b>Assessed by:</b> (name & job title)	Chris Crame – International Recruitment Manager
<b>Sign off by:</b> (name & job title)	Clare Mackay, Deputy Director Student Recruitment and Admissions
<b>Sign off date:</b>	20/02/2025
<b>Review date:</b>	1/10/2025

B. Reason for EqlA	(check one)
New policy/ practice is proposed	<input checked="" type="checkbox"/>

<b>Change to existing policy/practice is proposed</b>	<input type="checkbox"/>
<b>Other</b> (describe in Section D below)	<input type="checkbox"/>

### **C. Who will most impacted by this proposal?**

Consider carefully how your proposal will impact both positively and negatively on people from different groups.

Consider the 9 protected characteristics as below in your proposal. There may be other identity characteristics that you wish to also include in your impact assessment. It is expected that you will consider all equality groups for impact. Please indicate below (with a tick) which groups you feel will be most affected by your proposal.

<b>Age</b>	<input type="checkbox"/>	<b>Race (including ethnicity and nationality)</b>	<input type="checkbox"/>	<b>Marriage and civil partnership<sup>1</sup></b>	<input type="checkbox"/>
<b>Disability</b>	<input type="checkbox"/>	<b>Religion or belief (including no religion or belief)</b>	<input type="checkbox"/>	<b>Sex</b>	<input type="checkbox"/>
<b>Gender reassignment</b>	<input type="checkbox"/>	<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<b>Sexual orientation</b>	<input type="checkbox"/>
<b>Other characteristics</b>	<input checked="" type="checkbox"/>				

### **D. Consideration of Impact**

Show your considerations of how all of the above protected characteristics may be impacted. The following prompts will help you to reflect:

- What information and evidence do I have about the needs of relevant equality groups – is this sufficient to fully assess impact?
- Could this policy/practice lead to discrimination (direct or indirect), harassment, victimisation, or create barriers or less favourable treatment for particular groups and how can you mitigate any negative impacts?
- Does this policy/practice contribute to advancing equality of opportunity and fostering good relations?
- How can communication of the policy/practice be made accessible to all relevant groups?

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

The European Merit Scholarship is for successful applicants who are domiciled in Germany, France or Spain at the time of application and wish to study one of the eligible Postgraduate Taught, full time, on-campus degree programmes within the College of Science and Engineering, and who have achieved an undergraduate degree studied and awarded in these countries at the minimum level, as outlined in the Scholarship's Terms and Conditions.

This scholarship does not directly discriminate against any group on the basis of race. It is open to all ethnicities and nationalities. However, given that it is open only to persons who have studied undergraduate degrees, been awarded and are domiciled in the three eligible countries at the time of application, and who have international fee status, this EqIA (amongst other things) addresses the possibility of indirect discrimination against persons of ethnicities and nationalities who are less likely to be domiciled or have previously studied in the eligible countries and/or have international fee status.

The first year of this scholarship (academic year 2024/25) will act as pilot to provide evidence on whether scholarships as partial fee waiver for European students are a suitable mechanism to support International Diversification within the University's student population. This scholarship has the legitimate aim of balancing the international diversity of our intakes both to safeguard the University's academic and financial sustainability and support the student experience both for majority and minority populations.

This scholarship is part of the University's commitment to International Diversification and has the legitimate aim of supporting attraction and recruitment of PGT students domiciled in Europe. The scholarship is a proportionate means of achieving this aim because while it serves to increase the attractiveness of the University to high quality applicants from target markets, there are alternative scholarships available to other groups of students.

The new European Merit Scholarship does not draw funding away from these existing scholarships so this will not create any additional barriers to them accessing the University. Details of the scholarship, terms and conditions and FAQs will be published on the University's Scholarship web pages. In addition, the scholarship will be actively promoted to agents working in India, potential applicants, and any applicants who meet/have the potential to meet all the eligibility criteria.

#### **E. 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.

(check one)

<b>Outcome 1:</b> No change required – the assessment is that the policy/practice is/will be robust.	<input type="checkbox"/>
<b>Outcome 2:</b> Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.	<input type="checkbox"/>
<b>Outcome 3:</b> Continue the policy or practice despite the potential for adverse impact, and which can be justified.	<input checked="" type="checkbox"/>
<b>Outcome 4:</b> Stop the policy or practice as there are adverse effects which cannot be prevented/mitigated/or justified.	<input type="checkbox"/>

#### F. Action and Monitoring

Describe any actions you will take to address the findings of this EqIA.

- How can I involve equality groups or communities in the ongoing monitoring, review and potential future development, of this policy/practice?

Describe how the policy/practice will be monitored going forward, to ensure that impact is frequently reviewed. Make sure you add a review date in Section A above.

We are confident that the scholarship does not directly discriminate against any group with a protected characteristic. Whilst we acknowledge the potential for indirect discrimination, we believe that limiting the scholarship to German, French and Spanish domiciled/international fee status students is a proportionate means of achieving a legitimate aim as further described above. At the end of the 2024/25 pilot, there will be a review and modelling to ensure the effectiveness of the Scholarship. Post-pilot, if the scholarship becomes BAU will be reviewed annually to ensure it continues to meet market aims without negatively impacting upon other groups.

#### G. Publish

Send your completed EqIA to the HR EDI team ([equalitydiversity@ed.ac.uk](mailto:equalitydiversity@ed.ac.uk)) to published, and keep a copy for your own records.