



Equality Impact Assessment Guidance and Template

This form is intended to help you decide whether an Equality Impact Assessment (EqIA) is needed and, if it is, to carry out the assessment of impact.

Before carrying out EqIA, you should familiarise yourself with the University's EqIA Policy Statement 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 is part of the University's general equality duty under the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The Equality Act 2010 specifies the following 'protected characteristics': age, disability, race (including ethnicity and nationality), religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity, and marriage or civil partnership. This form uses 'equality group' to mean persons who share a relevant protected characteristic.

The University has a general equality duty to have due regard to the **needs** to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations between people who share a relevant protected characteristic and people who do not share it.

Under the Scottish Regulations, the University has a specific duty – subject to relevance and proportionality - to assess the impact of applying proposed new or revised policies and practices against the needs above. 'Policy and practice' should be interpreted widely to include the full range of the University's policies, provisions, criteria, functions, practices and activities, including decisions and the delivery of services – essentially everything we do.

This form is a tool to help with screening and EqIA and is designed to lead you through the process through asking pertinent questions and giving examples. However, the law does not dictate a particular form for EqIA. The requirement is to actively consider how a policy or practice will meet the general equality duty, and take any necessary action. Wherever practicable, EqIA should be built into standard processes and tailored to the nature of the policies or practices involved.

It is, however, necessary to publish EqIA where the policy or practice is applied, so all EqIAs – in whatever format - should be sent to equalitydiversity@ed.ac.uk for publication.

The form includes: some details about the policy/practice; a screening analysis to indicate whether full EqIA is required; and then a number of questions to enable full EqIA.

Answers should be recorded after the questions and the form can be expanded and supplemented as required. Answers may be as long or short as is necessary and relevant, bearing in mind that the effort involved in EqIA should be proportionate to the relevance of the policy or practice to equality.

Once completed, this form will be the record of the screening and, where applicable, the EqlA of the policy or practice. All full EqlAs are published.

A. Policy or Practice (name or brief description): Protocol for identifying high profile applicants to the University of Edinburgh
B. Reason for screening (delete as applicable): <ul style="list-style-type: none">• Review of protocol carried out
C. Person responsible for the policy area or practice: Name: Rebecca Gaukroger Job title: Head of Admissions School/service/unit: Student Recruitment and Admissions
D. Screening Analysis 1. Does the policy or practice affect primary or high level functions of the University? No 2. Is the policy or practice relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' set out in the introduction above)? No 3. Is the policy or practice one on which interested parties could reasonably expect the University to have carried out an EqlA? No If the answer to any of these questions is 'Yes', an EqlA should be carried out on the proposed/revised policy or practice at an early stage and in any event before it is finalised.
E. Screening outcome Equality Impact Assessment required: No Record notes about the screening process or outcome here. <ul style="list-style-type: none">• If EqlA is required, note when/at what stage(s) and by whom EqlA will be carried out.• If EqlA is not required, note plans for review, monitoring or other action (including the communication of any favourable equality impact). No EqlA is required. Protocol will be reviewed in August 2016 and screening will be carried out then.
F. Sign-off Screening undertaken by (name(s) and job title(s)): Gillian Simmons, Senior Policy and Projects Officer Accepted by (name): Rebecca Gaukroger Date:

If EqlA is not being carried out, delete the remainder of this form and send the completed form to equalitydiversity@ed.ac.uk.