



THE UNIVERSITY *of* EDINBURGH

Equality Impact Assessment Template

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:

EqIA [Guidance and Checklist](#)

EqIA [Policy Statement](#)

EqIA 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	
Policy/practice name:	India Merit Scholarship - Pilot
School/Dept:	Student Recruitment and Admissions
Assessed by: <i>(name & job title)</i>	Katrina Castle, Deputy Director (Admissions & Applicant Experience)
Sign off by: <i>(name & job title)</i>	Clare Mackay, Deputy Director (International & Postgraduate Student Recruitment)
Sign off date:	05/04/2024
Review date:	01/10/2024

B. Reason for EqIA	<i>(check one)</i>
New policy/ practice is proposed	<input checked="" type="checkbox"/>
Change to existing policy/practice is proposed	<input type="checkbox"/>
Other <i>(describe in Section D below)</i>	<input type="checkbox"/>

C. Who will be 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. Please indicate below (with a tick) which groups could be affected by your proposal.

Age	<input type="checkbox"/>	Race (including ethnicity and nationality)	<input type="checkbox"/>	Marriage and civil partnership¹	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Religion or belief	<input type="checkbox"/>	Sex	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Pregnancy and maternity	<input type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Other characteristics	<input checked="" type="checkbox"/>				

D. Consideration of Impact

Show your considerations of how the above identified groups 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 I ensure that communication of the policy/practice is made accessible to all relevant groups?

The India Merit Scholarship is for successful applicants who are domiciled in India at the time of application, wish to study a full-time, on-campus PGT programmes, and have achieved an undergraduate degree studied and awarded in India at the minimum level, 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 India 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 in India 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 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.

¹ 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.

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 India. 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 that target market of India, there are alternative scholarships available to other groups of students. The new India 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.	<i>(check one)</i>
Outcome 1: No change required – the assessment is that the policy/practice is/will be robust.	<input type="checkbox"/>
Outcome 2: 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"/>
Outcome 3: Continue the policy or practice despite the potential for adverse impact, and which can be justified.	<input checked="" type="checkbox"/>
Outcome 4: 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 Indian domiciled/international fee status students is a proportionate means of achieving a legitimate aim as further described above.

At the end of the 2024 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) to published, and keep a copy for your own records.