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):
University of Edinburgh Community Access to Rooms Pilot project

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

- *Proposed new policy/practice* **yes**
- *Proposed change to an existing policy/practice*
- *Undertaking a review of an existing policy/practice*
- *Other (please state):*

C. Person responsible for the policy area or practice:

Name: Sarah Anderson

Job title: Community Engagement Programme Manager

School/service/unit: Department for Social Responsibility and Sustainability

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

- *affects primary or high level functions of the University*
- *is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)?*

Yes, the scheme aims to advance equality of opportunity by ensuring that local third-sector organisations have access to meeting space. Accessing meeting space is currently hard for some to find and is a necessary part of progressing their work. Many organisations have the purpose of supporting the interests of people who have one or more protected characteristics, hence, meetings are likely to involve people with these characteristics or else be discussing matters in their interest. In using University spaces, the hope is that groups will feel like the University is a 'place for them' and encourage participation in available educational and employment opportunities.

We need to make sure that how we run this pilot does not discriminate against people with protected characteristics in its operations – both those in/supported by third-sector organisations and those in the University's own community of staff and students. Regarding the latter, we need to particularly consider staff and students who may be directly impacted by the pilot. This includes those who work or study in the buildings that will be used for the

pilot (40 and 50 George Square) and/or those who are trying to book meeting space in these buildings during the evening. We need to ensure that any negative impacts on protected characteristic groups in both the University's internal and external communities are proportionate to the potential positive impact of the pilot for other protected groups and do not outweigh these positive impacts.

Running the scheme may help University staff to develop a better understanding of the needs of protected groups less represented in the University's own staff and student population (e.g. physical disabilities or learning disabilities, refugees from various nations, older people and single parents).

For this pilot, we are proposing to work with only a small group of local third-sector organisations which have a base in the Edinburgh City Region (City of Edinburgh; Fife, the Lothians, Scottish Borders). These are mainly University community grantees, a group of well in excess of 100 third-sector organisations who have a mission to create positive social impact for local residents. Across the breadth of our community grantees, we have organisations aiming to promote positive social impact for all protected groups except marriage and civil partnership, for example:

- Age: Lifecare (Edinburgh)
- Disability: Musically Active Dudes
- Race: LinkNet
- Religion or belief: Amina Muslim Women's Resource Centre
- Sex: Womanzone
- Sexual orientation: Groundswell (LGBTQI+ surf therapy)
- Gender reassignment: LEAP Sport Scotland
- Pregnancy and maternity: Pregnancy and Parents Centre

We need to make sure that the process by which these organisations have been selected for the community access to rooms pilot does not unlawfully discriminate. As a matter of procedure, we also need to make sure that the focus on third-sector organisations, while intuitively a positive thing to do, does not unlawfully discriminate.

We also need to consider the wider
- *It is one which interested parties could reasonably expect the University to have carried out an EqIA?*

Yes, given the scheme's aim to promote positive social impact and reduce the perceived gap in relations between local third-sector organisations and the University.

E. Equality Groups

To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s)

- *Age* **Yes –** local third-sector organisations sometimes focus on support for specific age groups, common categories being children and young people or older people. 95% of the University's student population are aged 25 and under (EDMARC student report 2019/20). 2% of University staff are aged 66 & over and 3% are aged 16-24 (EDMARC staff report 2019/20). For the general Scottish population, 16.8% were aged 65 & over and just over 35% were aged 29 and under in the 2011 Scottish Census.
- *Disability* **Yes –** local third-sector organisations sometimes focus on providing support for people with physical, intellectual or mental health disabilities. Third-sector organisations are also likely to work with a disproportionate number of disabled people (versus incidence in the general population) because UK public life is yet to fully integrate the needs of people with disabilities. Certain disabilities are common among the University's student populations (those related to mental health,

neurodiversity and specific learning differences such as dyslexia, [Disability & Learning Support Service Student Statistics 2020/21](#)) but others, such as mobility disabilities, are lower than the population average (based on 2011 Scottish census data). 3.1% of University staff have a disclosed disability ([EDMARC staff report 2019/20](#)); just under 30% of the local population averages in the Edinburgh City Region (Edinburgh, Lothians, Fife, Borders) population has a disability or long-term health condition (2011 Scottish census).

- *Race (including ethnicity and nationality)* **Yes –** local third-sector organisations sometimes focus on supporting people of a particular race, ethnicity or nationality, again because the needs of these groups are not yet fully integrated into UK public life. 11.9% of University staff ([EDMARC staff report 2019/20](#)) and 11.4% of University students ([EDMARC student report 2019/20](#)) belong to a BAME group compared to local population averages in the Edinburgh City Region (Edinburgh, Lothians, Fife, Borders) that range from 1.8% to 8.2% depending on local authority (Scottish Census 2011).

- *Religion or belief* **Yes –** while we do not propose to open the pilot to any organisation whose sole charitable purpose is the promotion of religion (as such organisations are ineligible under our community grant scheme, from where pilot organisations have been selected), some third-sector organisations do have the promotion of religion as one of two or more charitable objectives and these organisations could conceivably be within scope. Particularly in the case of Islam, religion can interact with race and ethnicity. Just over 7% of the University's staff population is Muslim or another non-Christian religion ([EDMARC staff report 2019/20](#)) compared to figures ranging from 0.9% to 4.7% in the Edinburgh City Region's local authorities.

- *Sex* **Yes –** some local third-sector organisations focus on people of a specific sex due to specific needs among both male and female sexes. We need to consider not only discrimination against one sex in favour of another but also how the needs of people of a certain sex may interact with the needs of people undergoing gender reassignment. 54.4% of the University's staff and 63.5% of students are of female gender ([EDMARC staff report 2019/20, EDMARC student report 2019/20](#)) compared to a Scottish population average of 51.5% of people being of female sex in the 2011 Scottish Census.

- *Sexual orientation* **Yes.** Some local third-sector organisations specifically target people of particular sexual orientation(s) due to long history of discrimination against people belonging to LGBTQI+ groups in the UK and beyond. 83% of University staff are heterosexual ([EDMARC staff report 2019/20](#)). Neither EDMARC nor Edinburgh University Students' Association publishes this data for students (we believe the data is collected but may not be publicly reportable due to small numbers reporting in some categories meaning individuals might be identifiable). The 2011 Scottish Census did not collect sexual orientation data, but the Scottish Government reported in 2017 that 96% of the general Scottish adult population identified as heterosexual (Sexual orientation in Scotland 2017) but, among the Lesbian, Gay, Bisexual, Other ('LGBO') group, 3 in 10 were adults aged 16-24, i.e. the reported LGBO population in Scotland is markedly younger than the reported heterosexual populations and we might reasonably expect this to transfer to the University's student population.

- *Gender reassignment* **Yes.** Some local-third sector organisations specifically target people who have undergone or are considering gender reassignment due to a history of discrimination against and a lack of adequate statutory sector support for this group (as well as, of course, needs which are better met by the third sector). Neither the University nor its Students' Association nor the Scottish Government have published statistics of numbers of people who have undergone or who are in the process of gender reassignment. In the case of both University staff and students, we believe figures are not publicly due to small numbers reporting in some categories meaning individuals might be identifiable. Once results of the 2021 Scottish Census are reported, national figures may be available as this census included a question on gender identity.

- *Pregnancy and maternity* **Yes.** Some third-sector organisations target pregnant people and the parents of young babies in order to provide them with support. Some of the women these organisations support may have 'babes in arms', i.e. babies who are not mobile and require frequent milk feeds.
- *Marriage or civil partnership[1]* **No.** No impact except through interaction with characteristics of sex and sexual orientation accounted for above.

Add notes against the following applicable statements:

- *On any available information about the needs of relevant equality groups:*

Age: We know that people aged 60 and over report being less confident in basic digital skills (https://www.gov.scot/publications/scotlands-digital-strategy-evidence-discussion-paper/pages/5/). The prevalence of disability increases with age (Scotland's Wellbeing: national outcomes for disabled people). Older people are less likely to feel safe walking alone after dark (*Scotland by numbers: A Picture of Crime – Using Statistics to Understand Crime in Scotland*).

Disability: Needs vary greatly by disability and can create specific requirements regarding the following non-exhaustive list of needs:
- Formatting and design of digital communications
- Communication format (e.g. print, digital, spoken word, in-person meetings)
- Adapted computing equipment (e.g. with specific programmes installed)
- Ease of readability of written language
- Assistance with building evacuation in case of an emergency
- Physically accessible meeting spaces (e.g. nearby parking, short walking distance, even walking surface, wide doorways, lift access to rooms not on the ground level)
- Dampening or advance warning of certain types of noise
- Provision or avoidance of certain types of lighting
- Simplified, clear and/or tonally 'relaxed' administrative processes

Race (including ethnicity and nationality): There have been incidents of racist abuse and attacks against BAME people in the George Square vicinity in recent years affecting University staff, students and members of the public. Anecdotally, these seem to have particularly concerned people appearing to be of Chinese origin and women wearing headscarves. We know that the impact Covid-19 has also led to greater anxiety among local BAME young people (Covid in Colour, Intercultural Youth Scotland). The University's historic links to slavery could feasibly mean some Black people feel less welcome or safe on campus. We know that Gypsy/Travellers are a particularly marginalised group in Scottish society (Scottish Government analysis of the 2011 census) and are more likely to have low literacy, poor health, disability, a lack of educational attainment, access to private transport or paid employment, and greater childcare responsibilities. We know that between 0.9% and 1.9% of people in the Edinburgh City Region have little or no spoken English (2011 Scottish Census). Across all races, ethnicities and nationalities, adult literacy is likely still a challenge in Scotland, with a 2009 survey showing 3.6% of the adult population had serious literacy challenges and 26.7% had some (Scottish Survey of Adult Literacies 2009: Report of Findings).

Religion or belief: We know that some Muslim people, especially women who can often easily be identified by their style of clothing, could be the victims of Islamophobic abuse or attacks, and we are aware that such attacks have taken place in the wider George Square area. We know that some Muslim women are not comfortable interacting with men outside their family, while others may simply wear greater head of face coverings in the presence of

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[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.

men. Some religions may require space to pray at certain times of day, but this may not necessarily need to be a private space.

Sex: Crime may be a relevant issue given the pilot will be taking during the evenings in the Scottish winter, when campus will be dark and less busy. Men are much more likely than women to be victims of severe violent crime committed by a stranger, but men and women are equally likely to be victim of more minor violent crime (*[Non-sexual violence in Scotland: report](#)*). Women are far more likely to suffer non-sexual violent crime,rape and sexual assault at the hands of a partner than a stranger. We also know that women are less likely to feel safe walking alone after dark (*[Scotland by numbers: A Picture of Crime – Using Statistics to Understand Crime in Scotland](#)*). For men also, rape and sexual assault is far more likely to be committed by a partner than a stranger. We know that some women, including some female members of University academic staff undertaking gender-critical research, participate in certain, and sometimes very hostile, trans-rights discussions. As such they may report feeling unsafe in the presence of people perceived as being from the other side of the debate, including organisations representing trans people.

Sexual orientation: In 2015, 2% of Scottish adults were reported as identifying as Gay, Lesbian, Bisexual or Other (https://www.gov.scot/publications/sexual-orientation-scotland-2017-summary-evidence-base/pages/3/, consulted 30th June 2022). Discrimination based on sexual orientation is more commonly experience by gay, lesbian and bisexual individuals than those who are heterosexual. While the University is committed to eliminating discrimination based on sexual orientation (https://www.ed.ac.uk/equality-diversity/inclusion/lgbt-equality), it is hypothetically possible that room users could experience this on University premises. A likely greater risk is that not enough gay, lesbian and bisexual groups benefit, directly or indirectly, from the community access to rooms scheme pilot. This is because organisations invited to participate are primarily University community grantees, only two of which (out of more than 100 organisations) target LGBTQI+ groups. Urban areas, such as the location of the pilot, are felt to be more positive places for LGBTQI+ groups than rural ones ([LGBT Youth Scotland's 2022 report](#)), so these groups may perceive the University estate as being a relatively positive location.

Gender reassignment: We know that anyone who identifies differently to the gender they were assigned at birth may have needs around the gender labelling of facilities in order to access them. Trans people may have concerns about being the victims of verbal or physical aggression; this may be heightened at times when the University campus is relatively dark and quiet. We know that some trans people and organisations representing them participate in certain, sometimes very hostile, trans-rights debates and may feel unsafe in the presence of people perceived to from the other side of the debate, including gender-critical female researchers at the University. We know that intersectionality may apply here in that young people are especially likely to identify as neither 'women' nor 'men' (33% in [LGBT Youth Scotland's 2022 report](#)). Urban areas, such as the location of the pilot, are felt to be more positive places for LGBTQI+ groups than rural ones ([LGBT Youth Scotland's 2022 report](#)), so the urban location of the rooms available through the pilot may be relatively psychologically accessible.

Pregnancy and maternity: Pregnant women and their foetuses are at additional risk from exposure to some substances. Exposure to some smells can exacerbate difficult symptoms like morning sickness; pregnant women are more likely to incur injury in some settings. The pilot is taking place in buildings used for humanities teaching and research, so exposure to lab hazards – the main source of high-risk substances at the University – is not an issue. The café is based away from the 50 George Square meeting rooms and will not be open during the times of the pilot, so incidental food smells will not be an issue. Breastfeeding women may have a baby who will not accept a bottle and those feeding young babies may need to do so every couple of hours or more. This means it would be hard for a woman of a young baby to make use of rooms available under the pilot, as under-18s are currently not permitted

in rooms. Lone mothers are more likely to live in deprived neighbourhoods ([Scottish Government Equality Outcomes Pregnancy and Maternity Review](#)).

- *Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:*

When booking rooms for use, we are not currently expecting organisations to provide the University with a list of attendees or Equality Groups which attendees fall into.. We are requesting this data in the user feedback form but to avoid a disproportionate burden for room users, are not asking for numbers against each characteristic or rigorous data; we're just asking users to select characteristics held by one or more of their party.

We will also be monitoring the organisations using the rooms. The missions of these organisations may be to assist one or more equalities groups, and this will be clearly stated on their organisational websites and/or in their grant applications to us. The community access to rooms pilot has been opened to over 100 community organisations, among which are organisations with stated missions relevant to every equalities group except marriage/civil partnership. We will also be recording the meeting purpose which will provide some additional information relevant to equality monitoring.

We ask for a 'meeting description' when people request a room. This does not compel people to state a meeting's purpose, but it will sometimes be possible to infer if the meeting topic advances opportunity for or reduces discrimination against one or more equalities groups.

We are deliberately not collecting data in a way that protected characteristics could be connected to individual meeting attendees in order to comply with the proportionality principle of General Data Protection Regulations.

- *If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups*

People under the age of 18: The pilot scheme does not allow any room users under the age of 18. This is due to concerns that young people might feasibly end up alone in the presence of a member of staff who does not have a PVG for working with young people (e.g. if they left the meeting room to go to the toilet and bumped into a member of Security staff). We are currently only 3 weeks into the pilot and one of the very few requests we have received to use rooms would involve teenagers attending with accompanying staff that have PVGs. These staff would also be providing supervision, meaning increased disruption to other building users is unlikely. It is possible here that the risk does not justify the discrimination, even for the pilot, so we will see if that can be changed.

Women breastfeeding young babies: The pilot scheme currently does not allow anyone under 18 to be in rooms during bookings for safeguarding reasons and rooms are only available for use during the evenings. Given that breastfed babies will often not accept a bottle, women who are breastfeeding young babies may be unable to benefit under the scheme even if they do theoretically have childcare. Babes-in-arms are by definition safeguarded by the presence of their own parents and the only possible disruption to other building users could be noise if the baby cries for an extended period of time. Again, it is possible here that the risk does not justify the discrimination, even for the pilot, so we will see if that can be changed.

Muslim women, especially those who are more observant: It may not be possible for very observant Muslim women to participate in the scheme given men may be present in the building when the pilot is running and could potentially enter rooms (e.g. Security staff advising building is about to shut). This cannot be mitigated as the building's primary purpose is to provide office and meeting space to male and female University staff and students and

they may be using the building in the evening. Muslim women may also be deterred by a perceived increased risk of Islamophobic attacks given the scheme is taking place during the evening. A mitigation we have put in place regarding personal safety is providing a University security contact number to room users, along with information about contacting UK emergency services.

People who are not literate in English: Whether by reason of race/ethnicity/nationality and/or lack of access to appropriate education, anyone unable to read and write in English language will be unable to participate in this pilot as the overall room booker. All booking information is provided in written English and the booking process requires bookers to write in English. For the purposes of the 6-month pilot, it is not proportionate effort to translate into any other languages given that the proportion of local people illiterate in English is very small. Also, as already shown by a booking received to deliver basic English classes to refugees, some people illiterate in English will still benefit from the pilot as meeting attendees. If the pilot is successful, and particularly if we can offer rooms to any local community group (i.e. not just community grantees, whom we already know to be literate in English), it would likely be proportionate effort to provide booking materials in Scotland's official and nationally-planned non-English languages (i.e. British Sign Language and Gaelic).

Women and trans people: Depending on if and how they are participating in certain, sometimes very hostile, trans-rights discussions, both could be deterred from accessing the scheme if they thought that someone from the other side of the discussion was likely to be in the building at the same time. However, we believe this risk is mitigated in part by the requirements for room users. These requirements include: not to undertake any activity which is unlawful or which may damage the reputation of the University (part of the Terms & Conditions of room use), by the requirement for University staff and students to comply with its Dignity and Respect policy (http://www.docs.csg.ed.ac.uk/humanresources/policies/dignity_and_respect-policy.pdf), and by both room users and University staff and students having access to University Security contact details. Women and trans people may also be deterred by the perceived increased threat of being in this relatively high crime part of the city during the hours of darkness when the campus is relatively quiet. Again, the University security and emergency service contact numbers may help mitigate this risk. Women are still more likely than men to be carers so the evening-only nature of the scheme discriminates against this group, especially single mothers (given the ban on under-18s would currently prohibit them bringing their children with them). The evening timing cannot be mitigated as rooms are unavailable during the daytime due to the University's core business. For trans people, there are no gender-neutral toilets on the level of the meetings rooms we have for the pilot; there is one on the third floor of 40 George Square (confirmed in-person September 2022).

Men: Men are more likely to be attacked by strangers and more likely to be the victims of violent crime. This pilot is taking place during the hours of darkness, when the campus is relatively quiet, in an area of the city with a high crime rate. This risk is partly mitigated by our providing a University security contact number to room users, along with information about contacting UK emergency services. We cannot mitigate this risk further as rooms are unavailable during the daytime due to the University's core business.

Older people: The pilot has been promoted solely online to existing University community grantees. We know that community groups run by older people may have little online presence or means to communicate this way. Older people may also be reluctant to use the scheme due to being more likely to feel unsafe walking alone after dark. This risk is partly mitigated by our providing a University security contact number to room users, along with information about contacting UK emergency services. We cannot mitigate this risk further as rooms are unavailable during the daytime due to the University's core business.

People with physical disabilities: Disabled toilets are available on both floors where the rooms available through the pilot are sited (confirmed in-person September 2022). We will not be offering free parking as part of the pilot due to its city centre nature, so people who have no choice but to travel by private vehicle could be discriminated. We are asking for information about disabilities in advance for evacuation purposes, in which case we anticipate we will be able to obtain parking in any space in the University car park immediately adjacent to 40 and 50 George Square (accessed via Windmill Lane from Chapel Street). The nearest City of Edinburgh Council blue badge car parking spaces are on Crichton Street, the north-west corner of George Square (outside numbers 16 and 17) and the south-west corner of George Square (outside 26 George Square). All of these are 5-minute walk from 50 George Square for someone with average mobility, but in some cases paving setts and external stairs could mean a longer route needs to be taken for anyone wheeling or who is a less able walker. These are also only three parking spaces in total and these could already be in use by other general public. For these reasons, we think it is proportionate to request University parking space for disabled users at this pilot stage.

- *If the policy/practice contributes to advancing equality of opportunity[2]*

Yes. The scheme aims to advance equality of opportunity by ensuring that local third-sector organisations have access to meeting space, which is currently hard for some to access and is a necessary part of progressing their work. By the nature of the third-sector sector, many organisations will have the purpose of supporting the interests of people who have one or more protected characteristics and meetings are hence likely to involve people with these characteristics or else be discussing matters in their interest. In using University spaces, the hope is that groups will also feel like the University is a 'place for them' and so encourage participation in the University educational and employment opportunities.

- *Possible disadvantages to other groups:*

We have carefully considered the needs of University staff and students alongside the needs of third-sector groups booking the rooms and their meeting attendees. To ensure our student population is not unfavourably treated in its ability to access rooms out-of-hours (for society meetings, etc.), the pilot is running in buildings which are already open in the evenings. These buildings already have a servitor on duty, so no fee is payable to cover the costs of servitors. Had we chosen a building not already open and been committed to making the rooms available free-of-charge (which is the point of the scheme), we would have been covering the costs of external groups but not our own students. Students are also often operating on limited funds and may belong to one or more Equality Groups.

Some aspects of the scheme, e.g. its evening timing, could, for intersectional reasons, mean that people belonging to lower socioeconomic groups are less likely to benefit. However, other aspects of the scheme promote benefits for these groups, and we believe there is an overall net benefit.

People who are digitally-excluded for economic (as opposed to age-linked) reasons (i.e. unable to afford internet connectivity and/or a device) do not necessarily belong to any protected group but would still be unable to book rooms via the pilot. They may, however, still be able to attend a meeting arranged by someone else as third-sector organisations often communicate in print, by phone or in person.

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

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[2] This question does not apply to the protected characteristic of marriage or civil partnership

Option 1: *No change required – the assessment is that the policy/practice is/will be robust.*

Option 2: *Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.*

We recommend that, for the pilot, the following additional adjustments are made on top of existing adjustments and mitigations:

- Confirming that informal visitors in possession of a blue badge can use the Windmill Lane car park after hours. If so, the route into 40 and 50 George Square buildings from Windmill Lane car park should be checked for any possible barriers for people with disabilities.
- The possibility of allowing young people under the age of 18 to attend meetings is reconsidered (including but not limited to breastfeeding mothers with 'babes-in-arms' being able to bring their babies with them).

We recommend that once the viability of the scheme has been tested by this pilot phase, assuming it is successful (it is possible there could be low uptake of the scheme due to better and adequate provision elsewhere), it would be reasonable to make the following changes:
- Make Easy Read versions of all advertising, materials and guidance aimed at room users:
  - https://www.learningdisabilities.org.uk/learning-disabilities/a-to-z/e/easy-read
  - https://www.autism.org.uk/what-we-do/website/accessibility

- Advertise the scheme to community groups using printed as well as online media, to ensure older people and people digitally-excluded for economic reasons can access the scheme as a room booker (as opposed to just a meeting attendee).
- Undertake targeted promotion to groups that are especially underrepresented as beneficiaries of the University's strategic community engagement activities (e.g. its community grant scheme) to date, e.g. Gypsy/Traveller communities, LGBTQI+ communities, especially if there is disproportionately low participation of these groups in the community access to rooms pilot.
- Provide versions of all advertising, materials and guidance aimed at room users in British Sign Language and Gaelic.

Option 3: *Continue the policy or practice despite the potential for adverse impact, and which can be mitigated/or justified*

The fact that the rooms are only offered during the evenings discriminates against various groups involved for various reasons, but some mitigations have been put in place and running the pilot during the day would impede the University's core business and hence is not reasonable. Also, a good number of community groups (e.g. volunteer-run groups) do meet in evenings anyway because their members are doing paid work during the day. The University is not the only provider of low-cost/free community space in the city. On balance, we believe the advancement of opportunity for various equalities groups offered by the scheme outweighs its discrimination.

Option 4: *Stop the policy or practice as there are adverse effects cannot be prevented/mitigated/or justified.*

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).*

Questions on equalities groups are being included in the short room user feedback we request from community groups that have used the rooms. We will monitor the stated missions of the organisations that use the rooms and identify any to which we can attribute specific protected characteristics. We may follow up with some room users specifically regarding how existing adjustments and mitigations have worked for them and their meeting attendees.

2. *When will the policy/practice next be reviewed?*

April 2023 (end of pilot of community access to rooms) or earlier if indicated by any issues arising. There should also be a review when the results of the 2021 Scottish Census are made public.

H. Publication of EqIA

Can this EqIA be published in full, now? Yes/~~No~~

If No – please specify when it may be published or indicate restrictions that apply:

I. Sign-off

EqIA undertaken by (name(s) and job title(s)): Sarah Anderson, Community Engagement Programme Manager, Department for Social Responsibility and Sustainability

Accepted by (name):
Gemma Gourlay, Head of Social Impact

Date: 7th October 2022

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