



Equality Impact Assessment – Fair Trade Policy (2024)

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.

For the purposes of this document, the term “ethical products” will be used to refer to products that are fairly traded or ethically produced to a certified standard (including, but not limited to: Fairtrade; Rainforest Alliance; Global Organic Textile Standards – GOTS; Fair Wear; Fair for Life).

A. Policy/Practice (name or brief description): Fair trade policy update (2024)
B. Reason for Equality Impact Assessment (Mark yes against the applicable reason): <ul style="list-style-type: none">• Proposed new policy/practice• 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: Dave Gorman Job title: Director, School/service/unit: Department of Social Responsibility and Sustainability
D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it: <ul style="list-style-type: none">• 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)?• 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) <ul style="list-style-type: none">• Age• Disability• race (including ethnicity and nationality)

- ~~religion or belief~~
- sex
- ~~sexual orientation~~
- ~~gender reassignment~~
- ~~pregnancy and maternity~~
- ~~marriage or civil partnership¹~~

Add notes against the following applicable statements:

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

Direct:

Age, Disabled, Race, Sex: Due to lower supply and fair wage guarantees within the supply chain, ethical products are likely to be more expensive than non-ethically-certified products. As such, it is possible that reducing the range of non-ethically-certified products stocked at the University in favour of ethical products could impact on those with lower disposable income.

In this instance, it is expected to negatively impact younger (under 25 years old) and older individuals (over 65 years old); those with disabilities; as well as those from specific races. It is also possible that it will impact on females more than males.

While staff and students are not the only customers to our cafes / outlets, these make up a significant proportion of customers. It is not possible to determine what percentage of customer income is considered disposable as this will vary considerably by an individuals' circumstance. For the purposes of this analysis, the data is based on the 25th percentile (by number of staff) by paygrade. This equated to the pay grade UE05. Therefore, the analysis will consider UE01-UE04 against UE05-UE10. The following data for staff and students is provided through the [EDMARC report](#).

Considering Staff:

- There are a higher proportion of female staff in pay bands UE01 to UE04 compared to UE05 to UE10 (62% compared to 52%).
- There is no difference in disclosure for Disabled staff across these same pay bands (thresholds (2-4% range across all UoE pay grades) though it is accepted that not all disabilities will be disclosed.
- Proportionately, fewer staff that declared as BME are in bands UE01- UE04 compared to those in Bands UE05-UE10 (11% compared to 15%).
- 60% of 16-25 year old staff are in pay bands UE01-UE04, compared to 15% of 25-65 year olds and 26% of those aged over 65.

Considering Students: no data is available for potential disposable income for different student equality groups, as there are too many variables to consider. As such, a broader evaluation is provided, based on the equality groups noted above.

- In 2021-22, roughly 75% of undergraduate entrants were aged 18-21, while the majority ("Just over half") of Postgraduates entering are aged 25 or under.

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.

	<ul style="list-style-type: none"> - There is a consistently higher proportion of female students than male students at Undergraduate and Postgraduate level (roughly 60-65% for Undergraduate, and 55% for postgraduate). - In this dataset, there has been a marked increase in disclosures of disabilities, with 17.1% of undergraduates, 13.5% of PGR entrants, and 9.7% of PGTs disclosing. - In 2021-22, the proportion of BAME UK domiciled and non-UK domiciled undergraduate entrants was 64.5%. UK-domiciled BAME students constitute a much smaller proportion of the University's undergraduate entrants, representing 14.1% of UK entrants at this level in 2021-22. <p>Indirect</p> <p><u>Race / Nationality:</u> By increasing range of ethical products stocked, it is possible that the University will not purchase from certain producers due to the lack of applicability of certain accreditations to these products. For example, Fairtrade does not have any producers within the EU / UK, however some producers for these products exist (consider flowers, wine and nuts). In this instance, there is a risk of indirect discrimination based on race / nationality, depending on the ethical product accreditation in question - a thorough analysis of each possible producer country for each ethical accreditation has not been undertaken at this time.</p> <p><u>All Equality Groups:</u> Ethical accreditations such as those noted above are designed to prevent gender inequality and promote opportunities across a number of equality groups, whilst also reducing the impacts of climate change on marginalised communities (which is often related to Race) and enhance climate justice.</p>
<p>Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed</p>	<p>Due to the complexity of global supply chains, it is not possible to evaluate the country profile of all possible producer countries not included within the accreditations set out above to determine whether they have specific fair wage or fair work legislation (e.g. minimum wage or modern slavery policies). However, through our procurement processes, the University requires a certain number of criteria to be fulfilled, as set out in the Sustain Code of Conduct, Anti-Slavery policy, Fair Trade Policy, and Living Wage employer accreditation. As such, it would be expected that our direct suppliers, as well as their supply chains, adhere to high standards in relation to workplace practices and pay.</p> <p>It is not possible to establish to what extent, if any, other customers (i.e. non-staff/ students) would also be impacted by increased costs. However, it is expected the same equality groups in the public would be impacted as noted above.</p>
<p>If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for</p>	<p>None known</p>

particular equality groups:	
If the policy/practice contributes to advancing equality of opportunity ²	Equality and diversity issues are embedded in the principles of fair trade. As such, it is expected that this policy contributes to advancing of opportunity for all equality groups.
If there is an opportunity in applying this policy/practice to foster good relations:	Through embedding this policy, there is opportunity to foster good relations throughout the supply chain. In particular with SME producers / suppliers of ethical products.
If the policy/practice create any barriers for any other groups?	It is possible that, through enacting this policy, local suppliers whose supply chains are based in countries which cannot be accredited at fairly traded will be negatively impacted. However, it is not possible to determine whether these individuals would be from an equality group or not.
How the communication of the policy/practice is made accessible to all groups, if relevant?	The updated Fair Trade policy will be available through the SRS website, with alternative formats available on request. Additional communications will be distributed via appropriate channels once the policy is confirmed. It is expected this communication will take place in mid- 2024.
How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice?	This policy was discussed with the Fairtrade Award Working Group which includes representatives from Accommodation, Catering and Events (ACE), the Visitor Centre, and the Students' Association. In addition, this policy was discussed with the Scottish Fair Trade Forum.
Any potential or actual impact of applying the policy or practice, with regard to the need to eliminate discrimination, advance equality and promote good relations	The Fair Trade Policy is designed to eliminate discrimination, advance equality and promote good relations with our direct suppliers and throughout their supply chains, with a specific focus on purchasing of food, drink and clothing.

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.

While it might be possible that some equality groups are directly impacted by an updated Fair Trade policy, it is not clear how, or to what extent, these specific groups would be impacted. On the balance of probabilities, it is unlikely that the equality groups noted above will be impacted to a greater degree than those out with the equality groups. Equality and diversity issues are embedded in the principles of fair trade and this movement is focused on improving the living & working conditions of some of the most marginalised of our global society.

In addition, while the University may look to increase it's Fair Trade offering, it is not expected to replace all food / drink / clothing with these options. As such, alternative products, with varying price-points, will be available to purchase should it be desired by the customer. Stocking alternative products also negates the impact on suppliers that do not stock fair trade products because they are ineligible (e.g. as they are based in a country where Fair Trade accreditation is not applicable).

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

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).

Where groups may be impacted by inability to purchase due to lower income: As noted above, the University stocks a wide range of products at different price points. As such, it is expected that affordable items will be included in the product range stocked by the University irrespective of whether these are fairly-traded.

Where suppliers may not be eligible to supply due to country of origin. As noted above, the University will continue to stock alternative products. This negates the potential impact on suppliers that do not stock fair trade products because they are ineligible (e.g. as they are based in a country where Fair Trade accreditation is not applicable). In addition, the University accepts a wide range of fair trade certifications which have different suitability for products from different countries. As such, it is expected that countries which are not eligible for one accreditation will be eligible for another and can therefore be considered for purchase by the University

The University is taking part in the current University and College Fairtrade Award (2022-24) and there are ongoing discussions with new, existing and potential suppliers through the contract / supplier management processes. These processes should highlight risks and opportunities linked to the Fair Trade Policy.

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

This policy is expected to be reviewed in five years (2029-30).

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:

This EqIA can be released alongside the updated University Fair Trade Policy, due in early 2024.

I. Sign-off

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

Siôn Pickering, Sustainable Business & Fairtrade Programme Manager, Department of Social Responsibility and Sustainability

Accepted by (name): **Dave Gorman**, Director, Department of Social Responsibility and Sustainability

Date: 23/02/2024

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