



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.

<p>A. Policy/Practice (name or brief description): Performance Sport Team Selection</p> <p>Selection of athletes for Team Performance Programmes within our Sport programme</p>
<p>B. Reason for Equality Impact Assessment (Mark yes against the applicable reason):</p> <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 YES• Other (please state):
<p>C. Person responsible for the policy area or practice:</p> <p>Name: Craig Bolan</p> <p>Job title: Performance Sport Co-ordinator</p> <p>School/service/unit: Sport & Exercise</p>
<p>D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:</p> <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?
<p>E. Equality Groups</p> <p>To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s)</p> <ul style="list-style-type: none">• Age – policy applies to all athletes – based on sporting performance and ability as judged by the Head of Performance within the specific sport or through specified performance criteria.

- Disability – policy applies to all athletes – based on sporting performance and ability as judged by the Head of Performance within the specific sport or through specified performance criteria.
- race (including ethnicity and nationality) / Sex / Sexual Orientation / religion or belief policy applies to all athletes – based on sporting performance and ability as judged by the Head of Performance within the specific sport or through specified performance criteria.
- gender reassignment – entry to competitions is subject to Governing Body regulations. Support is based on sporting performance and therefore is dependant on being eligible to compete. If an individual who identifies as different from their birth gender is eligible to compete selection is based on sporting performance and ability as judged by the Head of Performance within the specific sport or through specified performance criteria.
- pregnancy and maternity - selection is based on sporting performance and ability as judged by the Head of Performance within the specific sport or through specified performance criteria.
- marriage or civil partnership¹ - selection is based on sporting performance and ability as judged by the Head of Performance within the specific sport or through specified performance criteria.

Add notes against the following applicable statements:

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

None identified

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

None identified

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

None identified

- If the policy/practice contributes to advancing equality of opportunity²

None identified

- If there is an opportunity in applying this policy/practice to foster good relations:

None identified

- If the policy/practice create any barriers for any other groups?

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.

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

None identified

- How the communication of the policy/practice is made accessible to all groups, if relevant?

Communication is through the Head of Performance / coaches to the relevant athletes

- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice?

As practice is based on sporting performance / criteria groups are not involved. Decisions on selections would be reviewed by coaching teams / and peer reviewed

- 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:

None identified

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.

~~**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.~~

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

~~**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).

No actions required

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

Selection processes are reviewed by coaches ahead of each academic year as well as throughout the year based on individual sporting performance.

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)): [Craig Bolan, Performance Sport Co-ordinator](#)

Accepted by (name): [Steven Guthrie, Head of Communication, Marketing and Membership](#)

[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.]

Date: 19/04/24

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