



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):

Honorary Degrees Withdrawal Procedure

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

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

C. Person responsible for the policy area or practice:

Name: Lisa Dawson

Job title: Academic Registrar

School/service/unit: University Secretary's Group

D. An Impact Assessment should be carried out if any of 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)?
- **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)

- Age
- Disability
- religion or belief
- sex
- sexual orientation
- gender reassignment
- pregnancy and maternity

- marriage or civil partnership¹

Recipients of Honorary degrees come from across all equality groups. However, there is no reason that particular groups would be affected through this procedure. In theory, we could imagine that stakeholders could make the case for withdrawing honorary degrees from individuals whose views they do not agree with – and that, were that to happen, that could lead to issues for individuals with religious or other protected beliefs. However, the procedure outlines specifically that ideological differences within members of the University community is not in itself grounds for revocation e.g. religion and beliefs

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.

Assessment – Option 1. This policy/practice will be robust. Another EQIA should be completed should the proof of concept pilot study be taken forward to the next stage.

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).

N/A

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

2028-29

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

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.

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

Marianne Brown, Head of Student Analytics, Insights and Modelling

Accepted by (name): Lisa Dawson, Academic Registrar

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

Date: 03.02.2023

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