



Equality Impact Assessment– Lanyard provision

A. Key Information	
Policy/practice name:	University provision of equality-related lanyards
General background/aims of policy/practice:	<p>The University makes available a range of lanyards for staff and student ID cards, including lanyards relating to equality, diversity & inclusion (EDI) to foster community and a sense of belonging. The means of providing EDI-related lanyards has evolved over time, initially provided via Staff Equality Networks and more recently supplemented with central and/or local provision. The Progress Pride lanyards and the Hidden Disabilities Sunflower lanyards are currently available alongside standard blue lanyards.</p> <p>Progress Pride lanyards are freely available to all staff and students via University Library Card Help Desks or EdHelp Service Desks, with some additional provision of these and rainbow lanyards via the Staff Pride Network and local departments. Sunflower lanyards are primarily provided via the Disabled Staff Network, with some local provision in place.</p>
Assessed by: (name & job title)	Dr Caroline Wallace Head of HR, Equality, Diversity & Inclusion
Sign off by: (name & job title)	Fiona McClement University EDI Lead
Sign off date:	April 2025
Review date:	October 2026

B. Reason for EqIA	(check one)
New policy/ practice	<input type="checkbox"/>
Change to existing policy/practice	<input type="checkbox"/>
Other	<input checked="" type="checkbox"/>

C. Who will be impacted by this proposal?					
Age	<input type="checkbox"/>	Race (incl. ethnicity and nationality)	<input type="checkbox"/>	Marriage and civil partnership	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or belief (incl. none)	<input checked="" type="checkbox"/>	Sex	<input type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	Pregnancy and maternity	<input type="checkbox"/>	Sexual orientation	<input checked="" type="checkbox"/>

D. Consideration of Impact

This Equality Impact Assessment relates only to the provision of lanyards relating to EDI. Other lanyards are provided by the University which do not relate to EDI, and fall outwith the scope of this Equality Impact Assessment.

Hidden Disabilities Sunflower lanyards

Sunflower lanyards are freely available to staff who wish to indicate that they have a non-visible disability, and that they may need more help or consideration in some circumstances. Additionally, the Sunflower lanyards can help to foster community, a sense of belonging, and raise awareness of non-visible disabilities. There is therefore an **expected positive impact on Disability** and a **potential positive impact on Age**, given the increased likelihood of developing a disability with age. There is no expected impact on any other protected characteristic.

Progress Pride and Rainbow lanyards

Progress Pride and Rainbow lanyards are freely available to all staff and students who wish to indicate that they are a member of the LGBT+ community and/or that they are committed to LGBT+ equality and inclusion. Additionally, these lanyards can help to foster community and a sense of belonging. There is therefore an **expected positive impact on those with the protected characteristic of Sexual Orientation** and an **expected positive impact on those with the protected characteristic of Gender Reassignment**.

We have identified a **potential perceived negative impact on the protected characteristic of religion or belief** for individuals who consider the Progress Pride lanyards to reflect views or beliefs about matters of LGBT+ equality and inclusion which may be different to their own. However, the University considers that provision of EDI-related lanyards for the purposes set out above is consistent with our duties and commitments to EDI, academic freedom and freedom of expression. The provision of such lanyards does not reflect, assume nor compel a singular view or belief on any particular issue (whether on the part of staff, students or the University as an institution).

E. Equality Impact Assessment Outcome

Outcome 1: No change required – the assessment is that the policy/practice is robust.	<input checked="" type="checkbox"/>
Outcome 2: Adjust the policy or practice by 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 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

The University EDI Committee will consider the provision of lanyards as part of its ongoing work to advance EDI for staff and students, including through the work of its subcommittees and routes to feedback from our staff and student communities.