# Equality, Diversity and Inclusion Policy Impact Assessment

**Title of Policy, Procedure, or Function:**

Equality, Diversity and Inclusion Policy

**School/Directorate:**

People Directorate

**Author/Position:**

Janine Chalmers

**Date Created:**

Original – July 2019. Reviewed Policy - May 2022

1. **Aims and purpose of Policy, Procedure, or Function:**

The purpose of the Equality, Diversity and Inclusion Policy is to set out the University’s commitment to ensuring fairness in the implementation of its functions and activities and to tackling discrimination, harassment and victimisation. It aims to provide clarity on the University’s legal obligations and the University’s commitment to striving to achieve a fully inclusive working and learning environment, beyond legal baselines and positioning itself as a centre of excellence in equality, diversity and inclusion.

**2. Stakeholders:**

Staff, prospective staff, students, prospective students, Court Members, visitors to the University, suppliers of goods and services to the University and contractors carrying out work at the University.

**3. Additional Consultation/Involvement:**

|  |  |  |
| --- | --- | --- |
| **Organisation/person consulted or involved**  | **Date, method, and by whom** | **Location of consultation records** |
| The Equality, Diversity and Inclusion Policy Review Group | 29th June 2022 via written comments on EDI Policy document via Microsoft Teams and Microsoft Teams meetings.  | Ceit Mackintosh |
| The Equality, Diversity and Inclusion Policy Review Group | 20th September 2022 via written comments on EDI Policy document via Microsoft Teams and Microsoft Teams meetings.  | Ceit Mackintosh |
| Equality, Diversity and Inclusion Committee | 12 October 2022 via Teams meeting | EDI Team |
| Clémence O’connor, co-chair of Parents and Carers Network | 26 October 2022 via email | Ceit Mackintosh and Janine Chalmers |
| Policy Review Group | 13 January 2023 via Teams site | Catherine Cook |
| Senior Management Team | 27 April 2023 via in person meeting | Ross Anderson |
| Student Support and Experience Sub-Committee | 3 May 2023 via Teams meeting | Steven Kearney |
| Lesley Muirhead, Student Support Manager | 22 May 2023 via email | Ceit Mackintosh and Janine Chalmers |

1. **Brief summary of results of consultation indicating how this has affected the Policy, Procedure, or Function**

The consultation process resulted in the following key changes:

* Including reference to the University’s Inclusive commitments under Aberdeen 2040.
* Enhancing clarity on legal definitions referenced in the Policy by adding explanatory appendices.
* Including a document that details the significant informal and formal support available at the University for staff and students across the equality areas.
* Noting the nine legally protected characteristics and the University’s wider approach to Inclusion e.g., by recognising the challenges faced by care-experienced staff and students, refugees and individuals seeking asylum.

**4. Monitoring**

1. **Detail method of monitoring of the Policy, Procedure or Function and by whom**

The Policy will be monitored by the Equality, Diversity and Inclusion Team and the Equality, Diversity and Inclusion Policy Working Group

1. **Detail how monitoring results will be utilised to develop the Policy, Procedure, or Function**

The monitoring results will be collected and analysed. Feedback on these suggested changes will be sought from relevant groups, networks, and committees. The Equality, Diversity and Inclusion Policy will be amended as necessary.

1. **Timescale of monitoring including proposed dates**

The Policy will be monitored every three years.

**5. Impact assessment**

Select what impact there will be on each group

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Characteristic**  | **Positive Impact** | **No Impact**  | **Negative Impact** | **Not Applicable** |
| Age | X |  |  |  |
| British Sign Language (BSL) | X |  |  |  |
| Care Experienced or Estranged  | X |  |  |  |
| Disability (impact may differ according to physical, cognitive, and mental health conditions) | X |  |  |  |
| Gender Reassignment | X |  |  |  |
| Marriage and Civil Partnership | X |  |  |  |
| Neurodivergent | X |  |  |  |
| Non-binary | X |  |  |  |
| Parents and carers | X |  |  |  |
| Pregnancy and Maternity | X |  |  |  |
| Race | X |  |  |  |
| Religion and Belief | X |  |  |  |
| Sex | X |  |  |  |
| Sexual Orientation | X |  |  |  |
| Socio-Economic Group | X |  |  |  |

1. **For each negative impact identified above, please state your mitigating actions below with timescales.**

N/A

1. **How does this Policy, Procedure, or Function contribute to eliminating discrimination, harassment, victimisation, and advancing equality of opportunity?**

The Policy clearly details that all stakeholders at the University are responsible for adhering to the Policy. It clearly details the expectations and responsibilities of the stakeholder groups. Furthermore, the Policy signposts a broad range of support available at the University, including how and where to report discrimination, harassment and victimisation.

1. **How is the Policy, Procedure, or Function likely to promote good relations between people with different protected characteristics?**

The Equality, Diversity and Inclusion Policy provides a source of information to readers on the nine protected characteristics and thus promotes understanding between people of different protected characteristics. Additionally, the Policy signposts support available such as the implementation of reasonable adjustments to work or study environments thus encouraging greater participation among those belonging to protected characteristics. Lastly, the Policy clearly details that the University strives to provide personal security for individuals belonging to a protected characteristic. The Policy states that University does not tolerate discrimination, bullying, harassment or unfair treatment. Complaints of these will be taken seriously and will be investigated.

1. **Publication**

**Provide details of arrangements to publish the assessment:**

The assessment will be published under “approved policies” on the Governance and Policy webpage

1. **Review Date:**

June 2026

**Author (name and position):**

Ceit Mackintosh

**Authors signature:**

Ceit Mackintosh

**Equality, Diversity, and Inclusion Team member (name):**

Janine Chalmers

**Equality, Diversity, and Inclusion Team member signature:**

Ceit Mackintosh

1. **Date of submission to Equality, Diversity, and Inclusion Committee:**

14th of July 2023

**Approval (please highlight as appropriate)**

Yes No