

Equality Impact Assessment (EIA).

As part of the University's commitments in relation to the Equality Act 2010, we are legally bound to show "due regard" to the aims of the Public Sector Equality Duty (PSED) when making decisions and setting policies. This duty focuses on the need to pay due regard to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between different groups and
- Foster good relations between diverse groups.

It is therefore essential that consideration is given to the 9 protected characteristics identified in the Equality Act 2010 regarding any change, with positive and negative impact identified. Change in this context refers to but is not limited to the following: strategy development; projects and plans; initiatives, policy and procedure creation or amendment; restructuring. Evidence of consideration should be logged accordingly, to be referred to in response to any potential legal challenge, whereby the university would be expected to justify their actions and decisions.

An Equality Impact Assessment (EIA) is a process designed to ensure that policies, practices and initiatives are fair, meet the needs of our staff and students and that they do not unlawfully discriminate against any protected characteristic.

An EIA should form part of any decision-making process and not be seen as an add-on at the final stage. Assessing impact early avoids wasted time and resources, as changes and mitigations can be applied at the outset of the journey, using reliable data and/or engagement with key groups to inform and guide the change. The Equality and Human Rights Commission (EHRC) are clear that engagement should be proportionate and relevant to the size of the organisation and the significance of the decision.

It is imperative that the EIA is completed by the lead colleague responsible for the change in the university, to draw on their specialist knowledge and take ownership from the moment of conception to the final decision and regarding future monitoring. Further development will be required to record and measure original expectation, alongside possible further equality action.

The form on page 2 will enable you to reflect on the proposed change and assess the potential positive and negative impact from an equality perspective on our university community. If you have any questions regarding your EIA, please contact Lee McDermott, EDI Officer, on lee.mcdermott@cumbria.ac.uk. Please also ensure that the final, completed form is sent to Lee McDermott, in addition to holding your own copy for review, action and Freedom of Information requests.

Title of EIA:	Equality Impact Assessment for the Citadels Campus
Lead colleague and contact details:	Andy Gravett – Head of Estates and Property - Andrew.gravett@cumbria.ac.uk
Date:	17/10/2023

Step 1: Identify the proposed change e.g. strategy development; projects and plans; initiatives, policy and procedure creation or amendment; restructure
Development of the new UoC (University of Cumbria) Citadels Campus in Carlisle.

Step 2: Please reference sources of data/information, consultation, or individuals/groups you have identified to explore equalities impact
<p>University Employer’s Requirements, Business case, Architectural design and development. Equality, Diversity and Inclusion Data & Reports - University of Cumbria Demographics, University groups/stakeholders for consultation, best practice guidelines to be suggested by stakeholders, British Standard Guidance.</p> <p>Consulted during Stage 4 between 5 July 23 and 21 august 23:</p> <ul style="list-style-type: none"> • Disability & Neurodivergent Network (DANN) - University of Cumbria and LGBTQ+ Staff Network at the University of Cumbria alongside the Menopause and Parents & Carers network; this will provide deeper and more specific feedback to contribute to an inclusive build from a range of actual lived experience. • Disability Services. • UoC chaplaincy and UCSU. • Consultations sessions for department and academic staff. • Consultations with Estates and Maintenance staff. • Student consultation sessions. • Anti-racist Cumbria • Multicultural Cumbria • AWAZ Cumbria • South Lakeland Equality and Diversity Partnership (changing to Westmoreland and Furness) • Cumbria Race Equity Network • Prism Arts • Cumbria Pride • Pride in North Cumbria

- Outreach at UoC
- Out in the Bay and Lancashire LGBT
- Cumbria Refugee Action Group
- Carlisle One World Centre
- Penrith Eden Refugee Network
- NHS Lancashire and South Cumbria
- Morecambe Bay Primary Care Collaborative
- Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust
- Proud and Diverse Cumbria
- Carlisle Youth Zone

Step 3: Assessing the change in relation to potential impact on the University's diverse community					
	Acknowledge Potential Positive, Negative or Neutral Impact on Groups (please include relevant data if possible)	Action Plan: How will you mitigate or remove the potential negative impact and maximize the potential positive impact?			
		Action required	Person responsible	Target date	Progress to date
Age (consider older people, younger people, early-career researchers etc.)	Positive	The new Citadels campus design aims to positively benefit all ages, being more accessible to students, and to older users due to reduced distances between spaces and facilities, making accessibility easier and a better	Design Team / UoC PM Team (Andy Gravett & Identity Consult)	2026	Project design development is currently in RIBA Stage 4. Current designs include proposals for a fully accessible campus which complies with the actions required, Part M of the building regulations and the 2010 Equality Act.

		<p>consideration towards wider disabilities.</p> <p>The nature of the project means that the design will have to consider a wide range of age groups as the building will be accessed by the public alongside staff and students.</p> <p>Signage, wayfinding and digital strategies will need to be considered in line with all age groups to ensure access and use of the site caters for all users.</p> <p>General finishes and sanitary facilities will need to be designed to consider requirements for public access and all ages.</p> <p>Young children accessing IoE facilities will have specific safeguarding requirements to be picked up in the access strategy.</p> <p>Further stakeholder engagement to capture all requirements from different age ranges.</p>			<p>Further design development will continue in RIBA Stage 5</p>
--	--	--	--	--	---

		Design to BS guidance/ University policy.			
Disability (including mental health and non-visible disability)	Positive	<p>All areas are to be designed to provide accessibility for all, where possible, in line with university policy. Staff, student and public facilities to be accessible. Using BS guidance as a baseline, to be superseded by university policy where appropriate. To incorporate all access requirements, safe egress in the event of fire/emergency, access to facilities including digital facilities, sanitary and support facilities.</p> <p>Power assisted doors and access policy to improve general access.</p> <p>Signage and Wayfinding strategy to be developed alongside UoC Branding team and stakeholders to ensure accessible fonts/materials/colours are incorporated.</p> <p>A changing place facility will be incorporated into the design</p>	Design Team / UoC PM Team (Andy Gravett & Identity Consult)	2026	<p>Project design development is currently in RIBA Stage 4.</p> <p>Current designs include proposals for a fully accessible campus which complies with the actions required, Part M of the building regulations and the 2010 Equality Act.</p> <p>Further design development will continue in RIBA Stage 5</p>

		<p>alongside accessible and ambulant WC provision. Specific workstream to provide neurodivergent spaces and facilities are catered for within the campus.</p> <p>Potential for restricted access/facilities within listed and existing buildings to be mitigated where possible and alternative facilities provided where this is not possible.</p> <p>Changing Places toilets - Changing Places toilets programme: prospectus - GOV.UK (www.gov.uk)</p> <p>This would improve disability equality on-site, support our DANN and Disability Confident developments and build community links.</p> <p>The campus design will also include the use of hearing loops for those auditorily impaired, signage to consider the visually impaired, as well as brail on signage where possible.</p> <p>Quiet spaces are also being included in the design for users with ASD, and private meeting rooms are also being designed</p>			
--	--	---	--	--	--

		<p>on the campus for confidential meetings.</p> <p>A wider variety of food and drinks are being considered via catering design development to suit a wider range of users and/or dietary requirements.</p> <p>Accessible parking bays will also be included in the campus car park.</p> <p>Gender neutral and accessible toilets with grab rails and emergency pull cords, are also being included within the design of the new campus to enable non-discriminatory toilet facilities.</p> <p>Inclusive by Design approach to be included through further design development: Wide circulation spaces, wider doorways for improved access, lift provision and wider doorways within lifts, shorter distances for wheelchair users to lifts and W/Cs etc.</p> <p>Levels to be smooth with wheelchair use considered e.g. no cobbles/ uneven paving,</p>			
--	--	--	--	--	--

		<p>changing facilities to be provided, signage with stronger contrast to be considered.</p> <p>Pulldown tables/hooks on the back of toilet doors to help those with stoma bags and other needs, disposal bins in all toilets.</p> <p>Office space will be open plan with bookable individual meeting rooms for staff and students</p> <p>Height adjustable furniture will be included within the design</p> <p>Stakeholder engagement to capture all requirements and review GA plans. Design to BS guidance/ University policy.</p>			
<p>Gender reassignment (including Trans and non-binary people, gender identity and gender expression)</p>	Positive	<p>Gender neutral toilets are included within the design of the new campus to enable non-discriminatory toilet facilities. Advice has been given to have explicitly separate gender-neutral toilets, as well as a separate provision for accessible toilet</p>	<p>Design Team / UoC PM Team (Andy Gravett & Identity Consult)</p>	2026	<p>Project design development is currently in RIBA Stage 4. Current designs include proposals for a fully accessible campus which complies with the actions required, Part M of the building regulations and the 2010 Equality Act.</p>

		<p>facilities. Signage for toilets must not be gendered either, in accordance with this.</p> <p>All toilet and changing facilities, including gender neutral toilets, to be added to any campus map to promote inclusivity and accessibility.</p> <p>WC/Shower/Changing provision to be designed in line with University Policy to ensure safe access to facilities for all users.</p> <p>Signage and Wayfinding strategy to be developed alongside UoC Branding team and stakeholders to ensure inclusive language and imagery are incorporated.</p> <p>Stakeholder engagement/consultation completed in Stage 4 to capture all requirements and review GA plans</p>			<p>Gender Neutral toilets are included in the current RIBA Stage 4.</p> <p>Further design development will continue in RIBA Stage 5</p>
--	--	---	--	--	---

<p>Marriage and civil partnership</p>	<p>Neutral</p>	<p>Marriage and Civil Partnership has been considered but is not affected by the new campus design. The space will be designed to be inclusive to all.</p> <p>Stakeholder engagement to capture all requirements and review GA plans.</p> <p>Design to University policy. Stakeholders to advise on any spatial/design considerations to be incorporated.</p>	<p>Design Team / UoC PM Team (Andy Gravett & Identity Consult)</p>	<p>2026</p>	<p>Project design development is currently in RIBA Stage 4.</p> <p>Further design development will continue in RIBA Stage 5</p>
<p>Pregnancy and maternity (including adoption)</p>	<p>Positive</p>	<p>A wider variety of food and drinks are being considered via catering design development to suit a wider range of users and/or dietary requirements.</p> <p>Private/ discreet spaces for breast/chest feeding and expressing has been considered and included in the designs for the new campus, as well as baby changing facilities within the W/Cs. These spaces need to ensure privacy and be readily available, with facilities to sit and recline, fridge storage for milk as per ACAS guidance. Noted need for these spaces to be welcoming and secure and must be</p>	<p>Design Team / UoC PM Team (Andy Gravett & Identity Consult)</p>	<p>2026</p>	<p>Project design development is currently in RIBA Stage 4. Current designs include proposals for a fully accessible campus which complies with the actions required, Part M of the building regulations and the 2010 Equality Act.</p> <p>Further design development will continue in RIBA Stage 5</p>

		<p>identified on maps and signposted.</p> <p>Need identified for these rooms to be reserved specifically for these purposes and nothing more.</p> <p>Stakeholder engagement completed to define spatial requirements for any additional spaces – including quiet space, breast/chest feeding space. To be guided by University Policy.</p> <p>Gender neutral baby change facilities to be provided.</p>			
Race	Positive	<p>Imagery on site at the new campus to be more inclusive for a wider demographic.</p> <p>Equality, Diversity and Inclusion Data & Reports - University of Cumbria to be referenced.</p> <p>A wider variety of food and drinks are being considered via catering design development to suit a wider range of users and/or dietary requirements.</p>	Design Team / UoC PM Team (Andy Gravett & Identity Consult)	2026	<p>Project design development is currently in RIBA Stage 4.</p> <p>Further design development will continue in RIBA Stage 5</p>

		<p>Stakeholders advised on any spatial/design considerations to be incorporated.</p> <p>Stakeholder engagement completed to capture all requirements and review GA plans.</p> <p>Design to University policy.</p>			
<p>Religion and belief (including those without religion or belief)</p>	Positive	<p>The new campus design is to include the provision for multi-faith spaces/prayer rooms, alongside ritual wash facilities, that is not directed at any one faith or religion and is accessible to all.</p> <p>Designed for all faiths with university management policy to be defined to outline space uses.</p> <p>Stakeholders advised on any spatial/design considerations to be incorporated.</p> <p>UoC chaplaincy consulted and UCSU (as they have certain societies who can contribute here).</p> <p>A wider variety of food and drinks are being considered via catering design development to suit a wider range of users and/or dietary requirements.</p>	Design Team / UoC PM Team (Andy Gravett & Identity Consult)	2026	<p>Project design development is currently in RIBA Stage 4, which includes spaces for multi-faith worship.</p> <p>The catering offer will be sensitive to the requirements of varying religious beliefs.</p> <p>Further design development will continue in RIBA Stage 5</p>

		<p>Vegan food to be considered.</p> <p>Stakeholder engagement completed to capture all requirements and review GA plans.</p> <p>Design to University policy.</p>			
Sex	Positive	<p>Gender neutral toilets are included within the design of the new campus to enable non-discriminatory toilet facilities.</p> <p>Sanitary products are to be provided in the toilets for all. Waste disposal required in all toilets and changing facilities.</p> <p>WC/Shower/Changing provision designed in line with University Policy to ensure safe access to facilities for all users. Stakeholder engagement completed to define any other design considerations.</p> <p>Signage and Wayfinding strategy to be developed alongside UoC Branding team and stakeholders to ensure inclusive language and imagery are incorporated.</p>	Design Team / UoC PM Team (Andy Gravett & Identity Consult)	2026	<p>Project design development is currently in RIBA Stage 4, which includes the provision of gender-neutral toilets.</p> <p>Further design development will continue in RIBA Stage 5</p>
Sexual orientation	Neutral	Sexual orientation has been considered and will not be	Design Team / UoC PM Team	2026	Project design development is currently in RIBA Stage 4.

		<p>affected by the new campus design. The space has been designed to be inclusive to all.</p> <p>Stakeholder engagement completed to capture all requirements and review GA plans.</p> <p>Design to University policy. Stakeholders advised on any spatial/design considerations to be incorporated.</p>	(Andy Gravett & Identity Consult)		Further design development will continue in RIBA Stage 5
Other (e.g. international, part-time, fixed term)	Positive	<p>The new campus aims to be a flexible space that caters to the needs of all where possible. This allows all types of staff and students to use the new campus, including full and part-time, utilising collaborative and flexible spaces where possible e.g. hot desks and bookable meeting rooms, collaboration rooms etc.</p> <p>Signage and Wayfinding strategies to be developed, providing a level of language translation, alongside UoC Branding team and stakeholders to ensure inclusive language and imagery are incorporated.</p>	Design Team / UoC PM Team (Andy Gravett & Identity Consult)	2026	Project design development is currently in RIBA Stage 4. University of Cumbria Staff have been and will continue to be consulted with regarding their space needs, in line with the transformation towards a more flexible campus. This is to ensure that spaces are provided in an efficient way, that still supports the needs of the staff and students. e.g. utilising collaborative and flexible spaces where possible via hot desks and bookable meeting rooms, collaboration rooms etc.

		<p>Storage and social space requirements for part-time/commuter staff and students to be reviewed. Stakeholders advised on any spatial/design considerations to be incorporated.</p> <p>Stakeholder engagement completed to capture all requirements and review GA plans. Design to University policy.</p>			
--	--	--	--	--	--

Step 4: Next steps. Please consider:

- Is further monitoring/engagement required?
- How will you measure mitigation regarding potential negative impact?
- How will you measure maximizing potential positive impact?
- When will you review this EIA?

The design of the new campus is being monitored continually and designs are required to be signed off at each RIBA stage. Prior to the commencement of RIBA Stage 5, a formal sign-off procedure will be conducted to ensure the EIA and other project requirements are adhered to. Throughout RIBA Stage 4 (detailed design) there has been the opportunity for students and staff to comment on building finishes, fixtures and fittings to ensure that accessibility is at the heart of the design process. The EIA can be reviewed prior to the commencement of RIBA Stage 5 to ensure it is being adhered to.

Step 5: Final review. Please confirm the lead colleague has reviewed this EIA and is satisfied it can be considered for final consultation/sign-off.

Name:	Andy Gravett	Date:	17 October 2023
-------	--------------	-------	-----------------

Step 6: Institutional approval confirming that this EIA is satisfactory in terms of analysis, consultation and mitigation, acknowledging that future monitoring and review will be undertaken to assess actual impact.

Chair of Committee/Director of Institute/Head of Service:	EDIW Monitoring Group
Date:	25 th October 2023