



### **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 victimization
- Advance equality of opportunity between different groups, and
- Foster good relations between different groups.

It is therefore essential that consideration is given to the 9 protected characteristics identified in the Equality Act 2010 in regards to 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; restructure. 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 resource, 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 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 in regards to 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 equalities perspective on our university community.

<b>Title of EIA:</b>	Digital Resource Acceptable Use Policy (Formally Computer Acceptable Use Policy)
<b>Lead colleague and contact details:</b>	Stephen Young, Head of Technology Services, <a href="mailto:stephen.young@cumbria.ac.uk">stephen.young@cumbria.ac.uk</a>

<b>Step 1: Identify the proposed change e.g. strategy development; projects and plans; initiatives, policy and procedure creation or amendment; restructure</b>
<p>Updated and revised Acceptable Use Policy – Previously title Computer Acceptable Use Policy.</p> <p>Policy itself has been checked for accessibility issues with Logo updated with alternative text. Policy suitable for screen readers and other assistive technology tools to ensure equal access to the policy. Wider accessibility checks have been carried out using inbuilt accessibility Inspection tools and no accessibility issues have been found. The policy, on approval will be accessible both internally and externally for all users of the University’s Digital/IT services and systems.</p> <p>The policy has been written in an inclusive tone – a neutral impact across groups specified below – aimed at ensuring a safe, respectful and productive digital environment for all.</p> <p>Of particular note within the policy, children of staff or students are not permitted either in computing facilities or use of university devices, system/services. unless by agreed, an exceptional prior authorisation. Whilst noting this may read an non-inclusive (although not intended), this is necessary, in relation to this policy, for security and regulatory reasons.</p>

<b>Step 2: Please reference sources of data/information, consultation, or individuals/groups you have identified to explore equalities impact</b>
<ul style="list-style-type: none"> <li>- This policy is crucial for a number of reasons including, security, legal compliance – ensuring the University is able to comply with laws and regulations - preventing/minimising mis-conduct and providing clarity on accountability whilst using University Digital Services and Systems.</li> <li>- Screening of this policy indicates that it has low equality relevance; written in an inclusive tone, encompassing all groups as per Step 3.</li> <li>- This is an update of an existing policy, reflecting use of new technology and other university policies. The existing policy has been in place for a number of years without equality concerns being raised.</li> </ul>

	Acknowledge Potential Positive, Negative or Neutral Impact on Groups (please include relevant data if possible)				
		Action required	Person responsible	Target date	Progress to date
<b>Age</b> (consider older people, younger people, early-career researchers etc.)	Neutral	No action envisaged			
<b>Disability</b> (including mental health and non-visible disability)	Neutral	No action envisaged			
<b>Gender reassignment</b> (including Trans and non-binary people, gender identity and gender expression)	Neutral	No action envisaged			

<b>Marriage and civil partnership</b>	Neutral	No action envisaged			
<b>Pregnancy and maternity</b> (including adoption)	Neutral	No action envisaged			
<b>Race</b>	Neutral	No action envisaged			
<b>Religion and belief</b> (including those without religion or belief)	Neutral	No action envisaged			
<b>Sex</b>	Neutral	No action envisaged			
<b>Sexual orientation</b>	Neutral	No action envisaged			
<b>Other</b>		No action envisaged			
<b>International</b>	Neutral				

**Step 4:** Next steps. Please consider:

- Is further monitoring/engagement required?
- How will you measure mitigation in regards to potential negative impact?
- How will you measure maximizing potential positive impact?

- When will you review this EIA?
EIA will be reconsidered at next policy review date – 3 years

<b>Step 5:</b> Final review. Please confirm the lead colleague has reviewed this EIA and is satisfied it can be considered for final consultation/sign-off.			
Name:	Stephen Young	Date:	26 <sup>th</sup> March 2024

<b>Step 6:</b> 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:	4/4/24