



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.

Title of EIA:	EDIW Schedule of Events 2024/25
Lead colleague and contact details:	Lee McDermott

Step 1: Identify the proposed change e.g. strategy development; projects and plans; initiatives, policy and procedure creation or amendment; restructure
<p>Our EDIW Schedule of Events is reviewed annually and approved via EDIW Committee with onward reporting. This EIA is in relation to the EDIW Schedule of Events for 2024/25, building upon previous years activity and aligning with relevant charter marks and action plans to raise awareness, foster good relations between groups and provide our community with information and opportunities to develop our inclusive culture. The EDIW Schedule of Events is not exhaustive and does not restrict the development of additional activity.</p> <p>This development supports an action from our Athena Swan action plan to there being a centralised list of EDI activity and campaigns on its own area of SharePoint, with an internal webpage already in place dedicated to this and supporting information at Inclusive Practice (sharepoint.com).</p>

Step 2: Please reference sources of data/information, consultation, or individuals/groups you have identified to explore equalities impact
<p>Sought feedback from our wider university community (as requested by the EDIW Committee) by placing a call for university-wide activity in the staff global (February 2024 and noting the link to the Athena Swan action plan), also contacting EDIW Committee members, EDIW Monitoring Group members and posting in The Conversation Teams channel. Further input has been requested and considered from the following sources:</p> <ul style="list-style-type: none"> • EDIW Schedule of Events 2023/24 • Staff Networks – DANN, LGBTQ+ Network, Parents and Carer Network, Menopause Group. • UCSU, including student networks via UCSU Welfare Officer. • UoC Student Services • University of Sanctuary steering group leads • White Ribbon steering group leads • Social Work EDI working group • Health and Wellbeing Champion leads • Marketing EDIW Committee member • Chaplaincy • Sports Facilities Manager • Existing information hosted internally at Inclusive Practice (sharepoint.com), including the Your D&I Inclusion Calendar. • Accessibility (sharepoint.com) / Equality, Diversity, & Inclusion (sharepoint.com) / Awareness Days Archive (sharepoint.com)

- Sector and external network activity

Step 3: Assessing the change in relation to potential impact on the universities 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	Continue to reference a wide-range of resources	Lead colleague as cited on the EDIW Schedule of Events	Ongoing with annual review	HR News Stories include information and signposting through an intersectional lens and have included focus on key demographics, including how staff can broach conversations with children
Disability (including mental health and non-visible disability)	Positive	Continued collaboration with DANN members and the student network (via UCSU), including incorporating the DANN-led review of Sunflower Lanyard Scheme pilot with staff and potential to launch for students too	Lee McDermott and DANN Chairs Marketing team for any external comms. Internal comms teams for aspects that they lead/share	Ongoing with annual review Sunflower Lanyard scheme review due summer 2024 by Caroline Briggs	Multiple coverage of related awareness dates including action and promotion linked to Disability Confident Leader validation and Sunflower Lanyard Scheme. Content follows accessibility regs and good practice and utilizes embedded accessibility features
Gender reassignment	Positive	Continued collaboration with LGBTQ+ Staff Network	Lee McDermott and LGBTQ+ Networks	Ongoing	LGBTQ&A (cumbria.ac.uk) annual series in February. Multiple LGBTQ+

(including Trans and non-binary people, gender identity and gender expression)		members and the student network (via UCSU) for content, training and webinar series			Awareness dates covered via internal comms, embedding intersectionality
Marriage and civil partnership	Positive	Covered more from an intersectional perspective and extended to focus on healthy relationships/behaviour in terms of ensuring imagery and content includes a range of sexual orientations and relationships. Support, training and signposting is included and aligned with campaigns such as White Ribbon which will continue	Lee McDermott	Ongoing – linked to timelines in the White Ribbon Action Plan at White Ribbon UK Accreditation - University of Cumbria	Support and signposting available and promoted to our university community internally and externally e.g. White Ribbon, expect respect. Development of “You Report, We Support” and related policy You Report, We Support MyCumbria
Pregnancy and maternity (including adoption)	Positive	Relevant policy to be signposted to in comms, including breast/chestfeeding and expressing rooms	Lee McDermott	Ongoing with annual review	Additional dates from 2023/24 are incorporated into the EDIW Schedule of Events for 2024/25 via UoC’s Parents and Carer’s Network that relate to this characteristic. As a related piece of work, the Family Friendly Policy is undergoing review, including consultation and the Student Pregnant and Family Leave was reviewed with the latest

					<p>version implemented September 23.</p> <p>Breast/chestfeeding facilities included in Barrow/Citadel developments and existing provision reviewed for improvements.</p>
Race	Positive	Continued race equality focus with a new staff network being explored to support these developments who can provide further input/insight.	Lee McDermott	Ongoing with annual review	<p>Multiple coverage of related awareness dates including action and promotion linked to REC principles and utilising previous UoC activity such as the Race 2B footage. Intersectional focus has been included in HR News Stories.</p> <p>Feb 2024 talk from Dr Iris Mordue on Why is it important to get involved in the University of Cumbria's 'Race', Equality focused Staff Network?</p> <p>A draft Race Equity Action Plan is also under review.</p>
Religion and belief (including those without religion or belief)	Positive	Marketing/chaplaincy colleagues review Annual EDI Data to inform comms in relation to the religion and beliefs of our UoC community	Ron Southwood/Caroline Kennedy	Ongoing with annual review	<p>Social media coverage.</p> <p>Hon. Muslim chaplains developed Ramadan guidance to share.</p>

Sex	Positive	Continued inclusion of dates that cover sex and gender across multiple aspects of gender identity, aligning with our Athena Swan and White Ribbon action plans	Lee McDermott and LGBTQ+ Networks	Ongoing with annual review	Multiple coverage of related awareness dates or activity that includes research/information through a specific focus
Sexual orientation	Positive	Continued liaison with LGBTQ+ Staff Network on content and activity, collaborating with the student network via UCSU where possible	Lee McDermott and LGBTQ+ Networks	Ongoing with annual review	Multiple coverage of related awareness dates or activity that includes research/information through a specific focus, including from an intersectional perspective. Local Pride support for Cumbria, Lancaster and Morecambe.
Other International	Positive	Continued collaboration with relevant student networks via UCSU	Lee McDermott		Collaboration with international students at events and in relation to specific awareness dates such as South Asian Heritage Month and Lunar New Year.

Step 4: Next steps. Please consider:	
<ul style="list-style-type: none"> - 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? 	
Consider hosting the EDIW Schedule of Events externally as well as internally on our EDI webpages.	
Continued promotion of activity and information via HR News Stories, webinars, globals, blackboard, Teams spaces and social media.	

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:	Lee McDermott	Date:	4/3/24

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:	8/3/24