

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:	Student Maternity Policy Review
Lead colleague and contact details:	Lee McDermott lee.mcdermott@cumbria.ac.uk
Date:	19.01.23

Step 1: Identify the proposed change e.g. strategy development; projects and plans; initiatives, policy and procedure creation or amendment; restructure
Policy Review

Step 2: Please reference sources of data/information, consultation, or individuals/groups you have identified to explore equalities impact
<p>Health and Safety Manager Estates Operations Manager UCSU Welfare Officer Programme Administration Manager Admin Assistant / Unison Steward Payment Assistant / Unison Steward Specialist Learning Advisor / UCU Equalities Officer Head of Student Support Interim Academic Registrar University Secretary Head of Graduate School Student Money Advice Manager Placement Administration Manager Senior Administrator Placement Unit Assessment, Awards and Compliance Manager Apprenticeship Development Manager UoC PHD Student and Interim Deputy Director of Student Services at University of East London (responsible for maternity and adoption policy) Psychological and Wellbeing Manager Wellbeing and OD Manager</p> <p>Student pregnancy and maternity: implications for higher education institutions Advance HE (advance-he.ac.uk)</p> <p>Guidance reviewed</p> <ul style="list-style-type: none"> - Student Pregnancy, Maternity & Paternity Policy - Policies and Statements - University of Bradford - https://www.thetimes.co.uk/article/breastfeeding-is-now-chestfeeding-why-are-the-language-police-trying-to-wipe-out-women-wfgmws0j0

- <https://www.healthline.com/health/chestfeeding>
- <https://www.todaysparent.com/baby/breastfeeding/chestfeeding-faq/>
- <https://www.snopes.com/fact-check/chestfeeding-breastfeeding/>

Consultation w/c 13th February 23 – 5 sessions offered to staff and students, 3 staff attended. Extra consultation was added based on May 23 EDIW Committee feedback with key academic input.

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? Review period built in **policy owner will be person responsible to review all of the below at the next review stage**			
		Action required	Person responsible	Target date	Progress to date
Age (consider older people, younger people, early-career researchers etc)	Positive – policy is applicable to all students	Reconsider at next review	Policy owner	January 2026	
Disability (including mental health and non-visible disability)	Neutral	signpost to the services available as advised by UoC mental health and wellbeing leads – all EDI webpages are linked on myCumbria	Policy owner	January 2026	
Gender reassignment (including Trans and	Positive – ensured gender neutral language throughout and	Reconsider at next review	Policy owner	January 2026	As noted

<p>non-binary people, gender identity and gender expression)</p>	<p>added in wording such as breastfeeding / chestfeeding</p> <p>Positive – policy covers all aspects of potential family make-up inclusive of any/all gender identities and sexual orientation</p>				
<p>Marriage and civil partnership</p>	<p>Positive – policy covers all aspect of potential family make-up inclusive of any/all gender identities. Reconsider at next review and sexual orientation.</p> <p>6.3 Support for partners section embedded and gender-neutral language embedded</p>	<p>Reconsider at next review</p>	<p>Policy owner</p>	<p>January 2026</p>	<p>As noted</p>
<p>Pregnancy and maternity</p>	<p>Positive – covers all family leave including</p>	<p>Reconsider at next review</p>	<p>Policy owner</p>	<p>January 2026</p>	<p>As noted</p>

(including adoption)	<p>adoption and fostering (gov.uk link embedded to seek further guidance)</p> <p>Legal protection cited in Appendix A from Equality Act 2010</p> <p>Amended 6.2.7 to provide greater clarity, treating students as customers, not employees to reduce potential discrimination.</p> <p>Link to expressing facilities now cited as an addition now we have in place 6.2.12</p>				
Race	Neutral	Reconsider at next review	Policy owner	January 2026	
Religion and belief (including those without)	Neutral	Reconsider at next review	Policy owner	January 2026	

religion or belief)					
Sex	Neutral	Reconsider at next review	Policy owner	January 2026	
Sexual orientation	Positive – policy covers all aspect of potential family make-up inclusive of any/all gender identities and sexual orientation	Reconsider at next review	Policy owner	January 2026	As noted
Other (e.g. international, part-time, fixed-term)	Consultation included with apprenticeship leads to ensure coverage and updated narrative in the policy to explicitly reference and cover, including in the form in the appendices. Funding and accommodation info/support embedded	Reconsider at next review	Policy owner	January 2026	As noted

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?

Wider consultation completed w/c 13th February

Promote to our staff and student community via comms once complete version is finalised. Add the policy to staffhub as well as replacing the existing policy in current locations, including related signposting e.g. mental health services

Review in 3 years (so note as 2.5 for review to begin) – add date once set for release

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:	Honor Rhodes	Date:	04/05/23
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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:	19 th June 2023