



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:	PID / Whistleblowing Policy
Lead colleague and contact details:	Jean Brown

Step 1: Identify the proposed change e.g. strategy development; projects and plans; initiatives, policy and procedure creation or amendment; restructure
Significantly revised policy, to better align with legislation

Step 2: Please reference sources of data/information, consultation, or individuals/groups you have identified to explore equalities impact
<ul style="list-style-type: none"> - Screening of this policy indicates that it has low equality relevance. - Significant consultation has been undertaken on the policy including the Senior HR Business Partner, trade union representatives, the chair of Audit and Risk Committee (who has experience from other HEIs), Uniac (including someone in their team that investigates PID cases) and it was then approved (subject to EIA) at both Business Assurance Board and Audit and Risk Committee. - In drafting the policy extensive research was undertaken using sources such as the government website and many university and other entities policies (including government documents) - Over the last five years there has only been one PID, so no data to be able to analyse

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-	Neutral	None identified			

career researchers etc.)					
Disability (including mental health and non-visible disability)	Neutral	None identified			
Gender reassignment (including Trans and non-binary people, gender identity and gender expression)	Neutral	None identified			
Marriage and civil partnership	Neutral	None identified			
Pregnancy and maternity (including adoption)	Neutral	None identified			
Race	Neutral	None identified			
Religion and belief (including those without	Neutral	None identified			

religion or belief)					
Sex	Neutral	None identified			
Sexual orientation	Neutral	None identified			
Other International	Neutral	None identified			

<p>Step 4: Next steps. Please consider:</p> <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?
<ul style="list-style-type: none"> - There is an annual PID report to Audit and Risk Committee – if case numbers make analysis appropriate, this will be undertaken. - The policy will be communicated and hosted in the Corporate Library on StaffHub (and in the Policy Zone once created)

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:	Jean Brown	Date:	10 November 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:	23/11/23