

Equality Impact Assessment of XXXX

By: XXXX

Date: XXXX

Project Aim
<i>What does the project aim to achieve? (Please note the financial and / or non-financial outcomes and benefits).</i>

Project Title	
Project Lead	
Project Team	

What impact does the project, policy or practice have on people that share a protected characteristic?

*Under the general Public Sector Equality Duty (PSED) set out in the Equality Act 2011, the University must give ‘due regard’ to the need to eliminate unlawful discrimination, harassment and victimisation as well as to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. The protected characteristics covered by the equality duty are: **age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation**. The duty also covers marriage and civil partnerships, but only in respect of eliminating unlawful discrimination. The law requires that the University demonstrates it has given ‘due regard’ to the aims of the equality duty in its planning and decision-making processes. Although not classed as protected characteristics under the Equality Act 2010, due regard must also be made to the effects of planning and decision-making processes on **carers**.*

In addition, the Welsh Language Standards arising from the Welsh Language (Wales) Measure 2011 requires due regard be made to the effects of planning and decision-making processes on the opportunities to use Welsh and the principle of treating Welsh no less favourably than English. [Canolfan Bedwyr is providing additional guidance on this.]

Public Sector Equality Duty Requirements	Evidence	Detail of Impact (Positive / Neutral / Negative)
<p>Eliminating Discrimination</p> <ul style="list-style-type: none"> <i>Is the project, policy or practice likely to treat anyone less favourably or disadvantage them because of their protected characteristics?</i> 		

<ul style="list-style-type: none"> • <i>Could the project, policy or practice lead to different outcomes for different protected groups?</i> 		
<p>Advancing Equality of Opportunity</p> <ul style="list-style-type: none"> • <i>Will the needs of staff and students with different protected characteristics be met?</i> • <i>Could the project, policy or practice lead to increased take-up / participation by protected groups?</i> • <i>Are there any opportunities to proactively advance equality for specific protected groups and / or between protected groups?</i> 		
<p>Promoting Good Relations</p> <ul style="list-style-type: none"> • <i>Have steps been taken to tackle prejudice and promote understanding?</i> • <i>How have relevant individuals, groups or organisations been involved / consulted in developing and impact assessing the project?</i> 		
<p>Based on the above assessment, what course of action is required?</p>		
<p>No major change required <i>The assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.</i></p>		
<p>Make adjustments to remove barriers or to better advance equality <i>Note the adjustments that will be made to remove barriers identified by the assessment or to better advance equality.</i></p>		

<p>Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality <i>Note the steps that will be taken to reduce or mitigate the adverse impacts.</i></p>	<p><i>Actions and issues identified here should be discussed with the HR Equality Officer before continuing.</i></p>
<p>Stop and rethink <i>The assessment shows actual or potential unlawful discrimination. Note the action to be taken to stop and / or rethink the project.</i></p>	<p><i>Actions and issues identified here should be discussed with the HR Equality Officer before continuing.</i></p>

<p>How will the actual impact of the project, policy or practice be monitored once it has been implemented?</p>
<p><i>Include a timeframe for delivery and reporting.</i> <i>Identify the responsible department or team.</i> <i>There is likely to be a need to track the full process from being identified as in scope for change to redundancy or redeployment and use this data for equality monitoring (take this into consideration when designing recording information).</i></p>

<p>Publication</p>
<p>This Equality Impact Assessment will be published – <i>say when and where</i></p>