BANGOR UNIVERSITY
EQUALITY IMPACT ASSESSMENT

The process of Equality Impact Assessment (EIA) should be embedded into new policy development, policy review, strategic and operational decisions[1] in order that inequalities and discrimination are eliminated or addressed at the earliest opportunity.

This checklist forms part of the university's approach to equality impact assessment and should be used to assess the impact of the policy on groups with protected characteristics as outlined by the Equality Act 2010.

EQUALITY GROUPS:

Age	Disability	Gender Re-assignment	Pregnancy and maternity	Welsh Language
Race	Religion and belief	Sex	Sexual orientation	Contract Type
Marriage and civil partnership				

Note –It is good practice to consider issues relating to Welsh Language and Contract type although these areas are covered by legislation other than the Equality Act 2010.

Policy Name or Title: -

Code 17 - Code of Practice for the Use of Postgraduate Students in Teaching

---

[1] Although the word POLICY is used throughout this template it should be changed to STRATEGY / OPERATIONAL DECISION as appropriate

About the Policy:	
What is the purpose of the Policy?	This Code outlines the roles and responsibilities of both postgraduate researchers and the University regarding postgraduate teachers.
Who is responsible for the Policy?	Dean of Postgraduate Research: Doctoral School.
How does the Policy link to the University's strategic priorities?	Strategic Priority 2: Enhancing Research Success.
Which Groups are stakeholders in the Policy?	Students on postgraduate research programmes. Staff.
Will the Policy be applied uniformly to all areas of the University?	Yes.
Please state which groups the Policy applies to.	Students on postgraduate research programmes.

Have the following been considered? (requirement of the Public Sector Equality Duty)	
Could any elements of the Policy be directly or indirectly discriminatory?	The purpose of the code is to ensure that there is a fair, transparent and consistent process in place for students.
Could the Policy be used to promote diversity and equal opportunities?	
Could the Policy be used to promote good relations?	The code is intended to ensure parity across the postgraduate researcher student body.

Monitoring	
What quantitative or qualitative data is available to advise the Policy?	HR data, surveys such as the PRES, and regular meetings of the key stakeholders occur each year, with records kept.

Consultation	
What Groups have been consulted in drafting the Policy?	The Senate Regulations and Special Cases Committee is responsible for the approval and amendment of this regulation.
How has consultation taken place?	Regular meetings of the key stakeholders occur each year and records are kept.
How has consultation informed the development of the Policy?	Consultation with key stakeholders has occurred to increase accessibility of the code to users. The code has a set review cycle whereby developments will be captured.

Implementation	
How will the Policy be implemented?	The code will be available online at www.bangor.ac.uk and also in print upon request. Staff are notified by e-mail when changes are made.
Who will be responsible for the implementation of the Policy?	The Dean of Postgraduate Research: Doctoral School is responsible for managing the code.

April 2020 Revision

Monitoring	
How will the Policy be monitored to ensure that it is achieving its aims?	Continuous monitoring and reporting to Senate Regulations and Special Cases Committee occurs as part of the annual University Calendar.
Who will be responsible for monitoring the Policy?	Senate Regulations and Special Cases Committee.
How will the Policy be monitored to ensure that it does not disadvantage particular groups?	Any equality issues that arise will be explored and any reasonable adjustments shall be made.
When will the Policy be reviewed to see if it is achieving its aims and objectives?	This code is reviewed annually.

Resource implications	
Training – are there any training requirements associated with the development, implementation or monitoring of this Policy?	The OIA Good Practice Framework expects that all University staff are familiar with the code.
What are the other resource implications of implementing the Policy (including time and workload)	

RECOMMENDATIONS AND REVIEW DATE	
3 years	
IMPACT ASSESSMENT SIGNATURE AND DATE	
Andrew Hiscock	6 April 2020