

BANGOR UNIVERSITY EQUALITY IMPACT ASSESSMENT

The process of Equality Impact Assessment (EIA) should be embedded into new policy development, policy review, strategic and operational decisions¹ 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: -

Guideline 04: Guidelines on the Availability of Academic Staff.

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?	To define the University's guidelines on the availability of academic staff.
Who is responsible for the Policy?	Head of Quality Assurance and Validation.
How does the Policy link to the University's strategic priorities?	Our Strategic Priority 1: 'excellent education and student experience'. Our Values: 'emphasis given to students as partners'.
Which Groups are stakeholders in the Policy?	Students. Staff.
Will the Policy be applied uniformly to all areas of the University?	Yes.
Please state which groups the Policy applies to.	Staff.

Have the following been considered? (requirement of the Public Sector Equality Duty)	
Could any elements of the Policy be directly or indirectly discriminatory?	No.
Could the Policy be used to promote diversity and equal opportunities?	Extenuating circumstances will be considered in determining outcomes.
Could the Policy be used to promote good relations?	No.

Monitoring	
What quantitative or qualitative data is available to advise the Policy?	Academic school records.

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 these guidelines.
How has consultation taken place?	
How has consultation informed the development of the Policy?	

Implementation	
How will the Policy be implemented?	The Senate Regulations and Special Cases Committee is responsible for the approval and amendment of these guidelines. HR monitors staff leave.
Who will be responsible for the implementation of the Policy?	The Head of Quality Assurance and Validation is responsible for managing the guidelines.

Monitoring	
How will the Policy be monitored to ensure that it is achieving its aims?	<p>Student feedback provides effective monitoring.</p> <p>Continuous monitoring and reporting to Senate Regulations and Special Cases Committee occurs as part of the annual University Calendar.</p>
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?	These guidelines are on a 3-year review cycle however is tested each time they are used.

Resource implications	
Training – are there any training requirements associated with the development, implementation or monitoring of this Policy?	No.
What are the other resource implications of implementing the Policy (including time and workload)?	Ensuring that staff leave is covered.

RECOMMENDATIONS AND REVIEW DATE	
3 years	
IMPACT ASSESSMENT SIGNATURE AND DATE	
Myfanwy Davies	18 August 2020