

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: -

Procedure 09: Suitability/Fitness to Practise Procedure

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?	The University, in conjunction with its external partners, has a responsibility to ensure that students are suitable for the professional programme that they are studying.
Who is responsible for the Policy?	Head of Governance and Compliance.
How does the Policy link to the University's strategic priorities?	Strategic Priority 1: An Excellent Education and Student Experience.
Which Groups are stakeholders in the Policy?	Students. Staff. External partners.
Will the Policy be applied uniformly to all areas of the University?	Yes.
Please state which groups the Policy applies to.	Students who are currently (or who were during the period in question) undertaking professional 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 procedure is to ensure that there is a fair, transparent and consistent process in place for students and former students, taking into account student, university and partner input.
Could the Policy be used to promote diversity and equal opportunities?	The procedure is intended to ensure that all parties have equal opportunities. Extenuating circumstances will be considered in determining outcomes.
Could the Policy be used to promote good relations?	The procedure maintains good relations with external partners.

Monitoring	
What quantitative or qualitative data is available to advise the Policy?	Records are kept and can be analysed for trends.

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 procedure.
How has consultation taken place?	Regular meetings of the key stakeholders occur each year and records kept. Any staff member or student can suggest changes to the procedure through the Senior Student Affairs Officer.
How has consultation informed the development of the Policy?	Consultation with key stakeholders has occurred to increase accessibility of the procedure to users. The procedure has a set review cycle whereby developments will be captured.

Implementation	
How will the Policy be implemented?	The procedure will be available online at www.bangor.ac.uk and also in print upon request. Deans and Heads of schools are required to familiarise themselves with this procedure.
Who will be responsible for the implementation of the Policy?	The Head of Governance and Compliance is responsible for ensuring that the implementation of the Regulation is in line with what is stated in the document. The Senate Regulations and Special Cases Committee will oversee this.

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 procedure is on a 3 year review cycle however is tested each time that it is used.

Resource implications	
Training – are there any training requirements associated with the development, implementation or monitoring of this Policy?	
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	
Gwenan Hine	7 April 2020