

## **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<sup>1</sup> 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.

<b>EQUALITY GROUPS:</b>				
<b>Age</b>	<b>Disability</b>	<b>Gender Re-assignment</b>	<b>Pregnancy and maternity</b>	<b>Welsh Language</b>
<b>Race</b>	<b>Religion and belief</b>	<b>Sex</b>	<b>Sexual orientation</b>	<b>Contract Type</b>
<b>Marriage and civil partnership</b>				

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.

<b>Policy Name or Title: -</b>
Regulation 19 – Regulations for Confirming Awards and Issuing Certificates

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

<b>About the Policy:</b>	
What is the purpose of the Policy?	This Regulation applies to all current and past students who will be made a Bangor University award.
Who is responsible for the Policy?	Head of Student Administration.
How does the Policy link to the University's strategic priorities?	Our Mission: "inclusive experience". Our Values: "safe, welcoming and inclusive environment".
Which Groups are stakeholders in the Policy?	All current, and past students, who will/have achieved a Bangor University award
Will the Policy be applied uniformly to all areas of the University?	Yes.
Please state which groups the Policy applies to.	All current, and past students, who will/have achieved a Bangor University award.

<b>Have the following been considered? (requirement of the Public Sector Equality Duty)</b>	
Could any elements of the Policy be directly or indirectly discriminatory?	The purpose of the Regulation 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 Regulation is intended to ensure parity across student body

<b>Monitoring</b>	
What quantitative or qualitative data is available to advise the Policy?	

<b>Consultation</b>	
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 kept. Any staff member or student can suggest changes to the Regulation through the Compliance and Regulations Assistant.
How has consultation informed the development of the Policy?	Consultation with key stakeholders has occurred to increase accessibility of the Regulation to users. The Regulation has a set review cycle whereby developments will be captured.

<b>Implementation</b>	
How will the Policy be implemented?	<p>The Senate Regulations and Special Cases Committee is responsible for the approval and amendment of this Regulation.</p> <p>The procedure will be available online at <a href="http://www.bangor.ac.uk">www.bangor.ac.uk</a> and also in print upon request. Staff are notified by e-mail when changes are made.</p>
Who will be responsible for the implementation of the Policy?	The Head of Student Administration is responsible for managing the Regulation.

<b>Monitoring</b>	
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 Regulation is reviewed annually.

<b>Resource implications</b>	
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 Regulation.
What are the other resource implications of implementing the Policy (including time and workload)	

<b>RECOMMENDATIONS AND REVIEW DATE</b>	
3 years	
<b>IMPACT ASSESSMENT SIGNATURE AND DATE</b>	
Sue Peet	3 <sup>rd</sup> April 2019