

University of Glasgow

Academic Standards Committee – Friday 6 October 2017

Committee Template – Equality Implications

Ms Mhairi Taylor, Equality & Diversity Unit

The University of Glasgow is committed to mainstreaming equality through all functions. As a public body, the University has an active legal duty to consider and demonstrate any impact on equality, positive or negative, in all of our activities. A key way to evidence this is through giving due consideration to the equality impact at the stage of the Committee paper approval.

Any paper proposal which affects people (students, staff, public) will be likely to have an equality impact. This mean there may be a differing impact on people based on their identity. For clarification, the nine protected characteristics are:

Age	Disability ¹	Gender reassignment
Marriage or Civil Partnership	Pregnancy and Maternity	Race
Religion or Belief	Sex	Sexual orientation

The equality impact section can highlight both positive and negative impacts on a protected characteristics group. For example;

Positive impact: A new PHD scholarship programme finance proposal has taken into account covering potential Maternity/Shared Parental Leave for students.

Negative impact: A major renovation is taking place on a high use building and the accessible entrance will be out of use for a period of time.

If you have identified a negative impact, it is important to outline how this will be mitigated and/or why it is justified for business reasons. There should never be a 'none' response to this section of the paper. If the author has not identified a differential impact on those from a different protected characteristic, this should be stated.

A positive impact could be due to positive action. For clarification, positive action is not positive discrimination, and is legal. It can be used as a proportionate means of enabling or encouraging people with a protected characteristic to overcome or minimise disadvantage or participate in activity where they are underrepresented.

If the author requires benchmarking data to fully consider any impact, student data is available on Qlikview, and staff data is available through the annual [Staff Equality Monitoring Reports](#).

For any new or revised policy, process or product with a clear impact on people, the University is required to complete an Equality Impact Assessment (EIA). Full guidance on the EIA is available on the [EDU's website](#). This should be appended to the paper and would supplement this section of the coversheet.

Mhairi Taylor
Equality & Diversity Unit
April 2017

¹ Definition of disability under the Equality Act 2010. You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.