



Equality Impact Assessment (EIA).

As part of the University's commitments in relation to the Equality Act 2010, we are legally bound to show "due regard" to the aims of the Public Sector Equality Duty (PSED) when making decisions and setting policies. This duty focuses on the need to pay due regard to:

- Eliminate discrimination, harassment and victimization
- Advance equality of opportunity between different groups, and
- Foster good relations between different groups.

It is therefore essential that consideration is given to the 9 protected characteristics identified in the Equality Act 2010 in regards to any change, with positive and negative impact identified. Change in this context refers to, but is not limited to the following: strategy development; projects and plans; initiatives, policy and procedure creation or amendment; restructure. Evidence of consideration should be logged accordingly, to be referred to in response to any potential legal challenge, whereby the university would be expected to justify their actions and decisions.

An Equality Impact Assessment (EIA) is a process designed to ensure that policies, practices and initiatives are fair, meet the needs of our staff and students and that they do not unlawfully discriminate against any protected characteristic.

An EIA should form part of any decision-making process and not be seen as an add-on at the final stage. Assessing impact early avoids wasted time and resource, as changes and mitigations can be applied at the outset of the journey, using reliable data and/or engagement with key groups to inform and guide the change. The Equality and Human Rights Commission (EHRC) are clear that engagement should be proportionate and relevant to the size of the organisation and the significance of decision.

It is imperative that the EIA is completed by the lead colleague responsible for the change in the university, to draw on their specialist knowledge and take ownership from the moment of conception, to the final decision and in regards to future monitoring. Further development will be required to record and measure original expectation, alongside possible further equality action.

The form on page 2 will enable you to reflect on the proposed change and assess the potential positive and negative impact from an equalities perspective on our university community.

Title of EIA:	Admissions Policy
Lead colleague and contact details:	Cathy Lambert, Academic Registrar

Step 1: Identify the proposed change e.g. strategy development; projects and plans; initiatives, policy and procedure creation or amendment; restructure
<p>This Equality Impact Assessment covers the biannual review of the University's Admissions Policy. The key changes are summarised below:</p> <ul style="list-style-type: none"> a) Paragraph numbering has been added throughout. b) The University's mission has been updated to align with Towards Strategy 2030 (para 1.2). c) Higher Level and Degree apprenticeships have been added to the scope (para 3.1). d) The purpose of admissions has been expanded to meet both student number targets and contracted places (para 4.2). e) The role of the Course Enquiry Centre in offering information and advice or directing enquirers to the relevant department such as the Apprenticeship and International Development Offices has been expanded (para 5.9). f) References to the Quality Code for Higher Education and the Universities UK Fair Admissions Review have been updated (para 6.1). g) The Nationality and Borders Act 2022 and the 2009 Apprenticeships, Skills, Children and Learning Act have been added to the section on underpinning legislation (para 6.2). h) Section 7 has been added to confirm that the Admissions Policy is approved by Academic Board, is published on the University's web-site and is reviewed biannually.

Step 2: Please reference sources of data/information, consultation, or individuals/groups you have identified to explore equalities impact
<p>The review of the Admissions Policy was presented to Academic Strategy and Planning Committee on 14 February 2023 and to Academic Board on 9 March 2023. An Equalities Impact Assessment was not undertaken at the time.</p> <p>Advice on the equalities impact assessment was sought from Lee McDermott in January 2024.</p> <p>The policy complies with the relevant legislation and also the Quality Code for Higher Education, Part B: Assuring and enhancing academic quality, Chapter B2: Recruitment, selection and admission to higher education. It is also guided by the Universities UK Fair Admissions Review June 2019 - November 2020.</p>

This Policy is underpinned by the following legislation:

- Equality Act 2010 (incorporating SENDA 2001)
- Data Protection Act 2018 (complimented by the General Data Protection Regulations (GDPR))
- Safeguarding Vulnerable Groups Act (SVGA) 2006
- Human Rights Act 1998
- Freedom of Information Act 2000
- UK Borders Act 2007
- The Border, Citizenship & Immigration Act 2009
- Nationality and Borders Act 2022
- Protection of Freedoms Act 2012
- Consumer Contracts (Information, Cancellation and Additional Charges) Regulations 2013
- The Consumer Protection (Amendment) Regulations 2014
- 2009 Apprenticeships, Skills, Children and Learning Act

There had been no consultation with applicants as part of the Committees' consideration of this revised policy although student representatives are members of Academic Board. The Admissions policy was submitted to UCSU for review to seek additional student input prior to submitting this EIA.

UCSU have since provided feedback across all 3 admissions policies:

- Recognition of the range of 'types' of student (i.e. Apprentices) were noted and welcomed, with a particular reference to students with disabilities or other protected characteristics.
- Accessibility of the policies to applicants. In response, the policies on the web-site at [Policies \(cumbria.ac.uk\)](https://policies.cumbria.ac.uk) will be updated.
- Intersection with other policies once applicants recruited from external partners, for example through school direct and apprenticeships become registered students. In response, this is more a matter for our student complaints policies and the agreements that are reached on complaint handling when entering into partnerships.

The Admissions policy is applicable to applicants from all protected characteristic groups as it seeks to:

- ensure fairness, consistency and transparency during the recruitment and admissions process
- welcome and support the recruitment and admission of under-represented groups into the University and to meet our funding contracts.

The Admissions policy applies to all enquirers and applicants for all credit bearing taught courses and Higher Level and Degree apprenticeships, offered by the University of Cumbria (UoC) or partner institutions, and governs overseas provision and the admission of international students, regardless of their location or place of study.

The University welcomes applicants who hold equivalent/alternative entry qualifications or experience. The University Course Enquiry Centre offers information and advice on this process and directs enquirers to the relevant department such as the Apprenticeship and International Development Offices.

	Acknowledge Potential Positive, Negative or Neutral Impact on Groups (please include relevant data if possible)				
		Action required	Person responsible	Target date	Progress to date
Age (consider older people, younger people, early-career researchers etc.)	Considered but no specific impact identified given commitment to ensuring no candidates/students are discriminated against on the basis of any protected characteristic.				
Disability (including mental health and non-visible disability)	Considered but no specific impact identified given commitment to ensuring no candidates/students are discriminated against on the basis of any protected characteristic.				
Gender reassignment	Considered but no specific impact identified given commitment to				

(including Trans and non-binary people, gender identity and gender expression)	ensuring no candidates/students are discriminated against on the basis of any protected characteristic.				
Marriage and civil partnership	Considered but no specific impact identified given commitment to ensuring no candidates/students are discriminated against on the basis of any protected characteristic.				
Pregnancy and maternity (including adoption)	Considered but no specific impact identified given commitment to ensuring no candidates/students are discriminated against on the basis of any protected characteristic.				
Race	Considered but no specific impact identified given commitment to ensuring no candidates/students are discriminated against on the basis of any protected characteristic.				
Religion and belief (including those without religion or belief)	Considered but no specific impact identified given commitment to ensuring no candidates/students are discriminated against on the basis of any protected characteristic.				
Sex	Considered but no specific impact identified given commitment to ensuring no candidates/students				

	are discriminated against on the basis of any protected characteristic.				
Sexual orientation	Considered but no specific impact identified given commitment to ensuring no candidates/students are discriminated against on the basis of any protected characteristic.				
Other International	Considered but no specific impact identified given commitment to ensuring no candidates/students are discriminated against on the basis of any protected characteristic.				

Step 4: Next steps. Please consider:

- Is further monitoring/engagement required?
- How will you measure mitigation in regards to potential negative impact?
- How will you measure maximizing potential positive impact?
- When will you review this EIA?

The policy was approved by Academic Board in March 2023 but the EIA has not been completed.

The Admissions Policy is subject to a biennial review. The next review is due in March 2025.

On completion of the EIA, the revised Admissions Policy will be published to applicants on the University's external [admission policies web-site](#) and communicated to staff via the Global.

There will be deeper consultation with the student body when the Admissions Policy is next reviewed.

Step 5: Final review. Please confirm the lead colleague has reviewed this EIA and is satisfied it can be considered for final consultation/sign-off.

Name:	Cathy Lambert	Date:	22/3/2024
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Step 6: Institutional approval confirming that this EIA is satisfactory in terms of analysis, consultation and mitigation, acknowledging that future monitoring and review will be undertaken to assess actual impact.

Chair of Committee/Director of Institute/Head of Service:	EDIW Monitoring Group
Date:	4/4/24