



### **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.

<b>Title of EIA:</b>	EDIW Events 2023-24
<b>Lead colleague and contact details:</b>	Lee McDermott <a href="mailto:lee.mcdermott@cumbria.ac.uk">lee.mcdermott@cumbria.ac.uk</a>

**Step 1:** Identify the proposed change e.g. strategy development; projects and plans; initiatives, policy and procedure creation or amendment; restructure

EDIW Events – a set of identified awareness dates across the breadth of EDIW that the university will acknowledge in different ways, as part of raising awareness and fostering good relations.

**Step 2:** Please reference sources of data/information, consultation, or individuals/groups you have identified to explore equalities impact

Consulted with:

- Shell Lemm, OD & Wellbeing Manager
- Tara Gerrard, HR Advisor
- Caroline Briggs , SL in Academic Development and DANN Chair
- Julia Briggs, Sports Facilities Manager
- Annabelle Robinson, UCSU Welfare Officer
- Ron Southwood, Campaign and Content Manager
- Caroline Kennedy, Chaplain
- Tom Davidson, Director of CE Paramedic Practice and White Ribbon senior champion
- James Stephens, Head of Library Services and University of Sanctuary lead
- Honor Rhodes, Head of Student Support
- DANN
- Staff LGBTQ+ Network
- Menopause Group
- Parent & Carers Group
- Lancaster University EDI team
- Cathedral Group LGBTQ+ Network
- PoweredByDiversity
- Sunflower Lanyard Rep
- Cumbria Unity Festival
- Multicultural Cumbria
- Wider HEI sector activity

<b>Step 3: Assessing the change in relation to potential impact on the universities diverse community</b>					
	<b>Acknowledge Potential Positive, Negative or Neutral Impact on Groups (please include relevant data if possible)</b>	<b>Action Plan: how will you mitigate or remove the potential negative impact and maximize the potential positive impact?</b>			
		<b>Action required</b>	<b>Person responsible</b>	<b>Target date</b>	<b>Progress to date</b>
<b>Age</b> (consider older people, younger people, early-career researchers etc.)	Potential Positive	Maximise through awareness raising activity, including intersectional themes where possible	EDI Officer	April 2025	Reviewed annually and developed to provide a wider and more detailed offer each year
<b>Disability</b> (including mental health and non-visible disability)	Potential Positive	Maximise through awareness raising activity, including intersectional themes where possible. Network activity and Sunflower Lanyard scheme will support this.	EDI Officer	April 2025	Reviewed annually and developed to provide a wider and more detailed offer each year
<b>Gender reassignment</b> (including Trans and non-binary people, gender	Potential Positive	Maximise through awareness raising activity, including intersectional themes where possible. LGBTQ+ Staff Network activity will support this.	EDI Officer	April 2025	Reviewed annually and developed to provide a wider and more detailed offer each year

identity and gender expression)					
<b>Marriage and civil partnership</b>	Potential Positive	Maximise through awareness raising activity, including intersectional themes where possible	EDI Officer	April 2025	Reviewed annually and developed to provide a wider and more detailed offer each year
<b>Pregnancy and maternity</b> (including adoption)	Potential Positive	Maximise through awareness raising activity, including intersectional themes where possible	EDI Officer	April 2025	Reviewed annually and developed to provide a wider and more detailed offer each year
<b>Race</b>	Potential Positive	Maximise through awareness raising activity, including intersectional themes where possible. REC workstream will support this.	EDI Officer	April 2025	Reviewed annually and developed to provide a wider and more detailed offer each year
<b>Religion and belief</b> (including those without religion or belief)	Potential Positive	Maximise through awareness raising activity, including intersectional themes where possible. Chaplaincy/marketing in communication on this.	EDI Officer	April 2025	Reviewed annually and developed to provide a wider and more detailed offer each year
<b>Sex</b>	Potential Positive	Maximise through awareness raising activity, including intersectional themes where possible	EDI Officer	April 2025	Reviewed annually and developed to provide a wider and more detailed offer each year
<b>Sexual orientation</b>	Potential Positive	Maximise through awareness raising activity, including intersectional themes where possible. LGBTQ+ Staff	EDI Officer	April 2025	Reviewed annually and developed to provide a wider and more detailed offer each year

		Network activity will support this.			
<b>Other International</b>	Potential Positive	Maximise through awareness raising activity, including intersectional themes where possible. Menopause group and Parents and Carer group will contribute to awareness raising and activity.	EDI Officer	April 2025	Reviewed annually and developed to provide a wider and more detailed offer each year

**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?

This workstream is reviewed annually and presented to EDIW Committee. It is not an exhaustive list and we often add action where capacity and resource allows in addition to the cited dates. Mitigation is in place via constant liaison with specific groups to support specific demographics, with information sought in advance (there have been examples where we have edited information based on feedback where something has not landed as intended). Positive impact is measured through informal channels such as our networks, training/events have feedback forms and HR News Stories and external comms track metrics, of which EDI related external comms has scored highly in terms of interaction and being well received

**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:	Lee McDermott	Date:	26/04/23
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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:	19 <sup>th</sup> June 2023