



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:	Stonewall Membership
Lead colleague and contact details:	Lee McDermott lee.mcdermott@cumbria.ac.uk

Step 1: Identify the proposed change e.g. strategy development; projects and plans; initiatives, policy and procedure creation or amendment; restructure
Recommendation to cease our Stonewall Champion membership as of January 2024. This is purely in regards to the return on investment and that monies would have an improved impact for LGBTQ+ equality by reallocating.

Step 2: Please reference sources of data/information, consultation, or individuals/groups you have identified to explore equalities impact
<p><u>January 2021 EDIW paper information</u></p> <p>www.bbc.co.uk/news/uk-57219989 www.thetimes.co.uk/article/stonewall-suffers-fresh-setback-in-trans-advice-row-j3p79gb2k www.thetimes.co.uk/article/channel-4-quits-stonewall-scheme-amid-legal-advice-scandal-m80rjcwzz www.telegraph.co.uk/news/2021/06/07/exclusive-universities-begin-leaving-stonewall-diversity-scheme/</p> <p>Pink News were in the minority of media outlets to follow up on the mainstream press coverage of companies leaving the Stonewall Champion Programme and highlighted the successful legal defence of Stonewall's position and advice on 6th May 2021 as covered in the links below. This advice was based on the EHRC's Code of Practice (a guidance document on adhering to the Equality Act 2010) https://www.pinknews.co.uk/2021/05/26/stonewall-trans-equality-act-guidance-coordinated-attack/upheld-in-a-hearing-at-london-s-high-court</p> <p><u>From UCSU</u></p> <p>As the Welfare officer of the students union I am recommending that UoC move away from stonewall membership this is after speaking to the LGBTQ+ network and students part of the LGBTQ+ community and ally's (47 students in total) . As part of this research I have spoken to SU officers from 14 different students unions about what they university and unions do in regards to stonewall. Many other organisations are leaving the scheme for reasons in these articles https://www.peoplemanagement.co.uk/article/1743092/why-are-employers-leaving-stonewall-diversity-programme https://www.theguardian.com/society/2021/jun/05/stonewall-trans-debate-toxic-gender-identity which I believe in too. To</p>

summarise the discussions with students which had raw thoughts about stonewall the community at UoC don't believe that they can trust stonewalls after the number of incidents and media outlooks they have had in recent years.

As a student union officer I am highly worried about the advice stonewall have given other university in regards to free speech especially as the Higher Education (Freedom of Speech) Act 2023 comes in to play. My recommendation is the university moves away from stonewall and the students union and university work on forming links with other groups and university

Staff LGBTQ+ Network (4th September 23 network meeting, 14 members present)

Mixed response with no definitive position.

Key points for consideration was that leaving could send the wrong message, Stonewall are seen as a "safe place" and leaving would need to be communicated overtly and effectively so that our reasoning is clear and not on the back of anti-LGBTQ+ societal pressures and gender-critical narrative. Benefits of staying were noted of working towards a standard and that we would continue to contribute financially to Stonewall continuing their work and alternatives for advice/guidance was discussed. Having affiliation to a national body when we have students from across the UK (and wider) was also noted as a positive. Alternative sources for guidance were discussed, in that the EDI Officer is part of LGBTQ+ Network of Network (network leads jiscmail), cathedral group and sector equality leads networks and that increasingly Stonewall's response to queries, has been to connect us with other HEIs, who have in turn provided more guidance. UCSU position was fed back to the network.

Step 3: Assessing the change in relation to potential impact on the universities diverse community					
	Acknowledge Potential Positive, Negative or Neutral Impact on Groups (please include relevant data if possible)	Action Plan: how will you mitigate or remove the potential negative impact and maximize the potential positive impact?			
		Action required	Person responsible	Target date	Progress to date
Age (consider older people, younger people, early-career)	Neutral				

researchers etc.)					
Disability (including mental health and non-visible disability)	Neutral				
Gender reassignment (including Trans and non-binary people, gender identity and gender expression)	Negative	Consider comms reinforcing that the decision to leave Stonewall is related purely to return on investment. There is now more action than ever internally in relation to LGBTQ+ equality and this will not cease, with the monies for Stonewall membership recommended to be reallocated to local Pride events to continue an aspect of financial support	EDIW Committee	Jan 24 and onwards	Increased HR News Stories to raise awareness including more intersectional consideration, LGBTQ&A developed into an annual series, Trans Record Policies are under review, cathedral group network and webinar developments, local Pride support, embedded gender neutral toilet facilities in Barrow and Citadel blueprints
Marriage and civil partnership	Neutral				
Pregnancy and maternity (including adoption)	Neutral				Student Pregnancy and Family Leave Policy reviewed with an LGBTQ+ lense and update language etc (all noted in separate EIA approved by the EDIW Monitoring Group)
Race	Neutral				
Religion and belief (including	Neutral				

those without religion or belief)					
Sex	Negative	Consider comms reinforcing that the decision to leave Stonewall is related purely to return on investment. There is now more action than ever in relation to LGBTQ+ equality and this will not cease, with the monies for Stonewall membership recommended to be reallocated to local Pride events to continue an aspect of financial support	EDIW Committee	Jan 24 and onwards	Increased HR News Stories to raise awareness including more intersectional consideration, LGBTQ&A developed into an annual series, Trans Record Policies are under review, cathedral group network and webinar developments, local Pride support, embedded gender neutral toilet facilities in Barrow and Citadel blueprints
Sexual orientation	Negative	Consider comms reinforcing that the decision to leave Stonewall is related purely to return on investment. There is now more action than ever in relation to LGBTQ+ equality and this will not cease, with the monies for Stonewall membership recommended to be reallocated to local Pride events to continue an aspect of financial support	EDIW Committee	Jan 24 and onwards	Increased HR News Stories to raise awareness including more intersectional consideration, LGBTQ&A developed into an annual series, Trans Record Policies are under review, cathedral group network and webinar developments, local Pride support, embedded gender neutral toilet facilities in Barrow and Citadel blueprints
Other International	Neutral				

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?

Consideration to release internal and external comms if the recommendation is upheld. This will outline our decision and reiterate our continued support of LGBTQ+ equality. Ceasing the membership does not cease our activity, which is at its most robust in recent years under this lens. The university will continue to seek advice and guidance via existing HE and local networks, with memberships reviewed annually.
Consideration for increased local Pride sponsorship, such as Barrow Pride.

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:	2nd October 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:	5 th October 23