



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:	Sanctuary Scholarship Terms and Conditions
Lead colleague and contact details:	James Stephens james.stephens@cumbria.ac.uk 01228279510

Step 1: Identify the proposed change e.g. strategy development; projects and plans; initiatives, policy and procedure creation or amendment; restructure
<p>University of Cumbria is seeking to become a University of Sanctuary and is therefore implementing a new 'Sanctuary Scholarship' to reduce the barriers to participation in higher education faced by those seeking asylum in the UK.</p> <p>The Cumbria Sanctuary Scholarship scheme is an example of positive action providing opportunities that enable and encourage forced migrants to access higher education in Cumbria.</p> <p>University of Cumbria shall recognise that Sanctuary Scholars are, first and foremost, students. As such, Sanctuary Scholars shall be treated equally to all other students, as far as it is appropriate and practicable to do so.</p> <p>Via the Student Code of Conduct the University of Cumbria shall ensure that Sanctuary Scholars will not be discriminated against at any time during their studies on the grounds that they are forced migrants. Any such discrimination, should it occur, shall be appropriately dealt with without delay.</p> <p>All Sanctuary Scholars shall have access to appropriate and comprehensive support during their studies, in particular, academic, pastoral and professional support.</p>

Step 2: Please reference sources of data/information, consultation, or individuals/groups you have identified to explore equalities impact
<p>Guidelines consulted:</p> <ul style="list-style-type: none"> • <i>University of Sanctuary Resource Book</i> • <i>City of Sanctuary UK Guide to Use of Language</i> • <i>Guiding Principles on Sanctuary Scholars in UK Higher Education (Article 26)</i> <p>The following internal and external consultants emailed on 5th Sept 2023:</p> <p><i>"I would be very grateful if you had time to have a look at the attached draft 'scholarship terms and conditions' and provide any feedback and suggestions based on your knowledge and experience. I would also value your comments on these terms and conditions in relation to potential impact on equality and diversity."</i></p>

Director of Student Services (UoC Sanctuary Steering Group member)
Equality Diversity and Inclusion Officer (UoC Sanctuary Steering Group member)
Lecturer in Primary Education (UoC Sanctuary Project Group member)
UoC Chaplain (UoC Sanctuary Project Group member)
City of Sanctuary Member, Carlisle (UoC Sanctuary Project Group member)
Asylum Seeker and Refugee Coordinator Multicultural Cumbria (UoC Sanctuary Project Group member)
Lecturer in Dance (UoC Sanctuary Project Group member)
Lecturer in Acad, Personal & Prof Skills (UoC Sanctuary Project Group member)
Senior Lecturer (UoC Sanctuary Project Group member)
Development Officer, Carlisle One World Centre (UoC Sanctuary Project Group member)
Students' Union (UoC Sanctuary Project Group member)
Professor & Head of Graduate School (UoC Sanctuary Project Group member)
Associate Professor (UoC Sanctuary Project Group member)
University of Sanctuary Coordinator, North West & South West Regional Coordinator
Careers Team Manager
Head of Student Recruitment and Outreach
Outreach Manager
Strategic Lead, Access and Participation
Student Money Advice Manager
Disability/SPLD Manager
Admissions Manager
Head of Teaching & Learning
Head of Teaching & Learning
Head of Teaching & Learning
Head of Teaching & Learning
Head of Teaching & Learning
Director of Penrith and Eden Refugee Network
Assessment and Awards Manager
Quality Assurance Manager
Income and Fees Team Leader

Step 3: Assessing the change in relation to potential impact on the university's diverse community					
	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.)	Positive	Sanctuary Scholars can be of any age and the application process will not discriminate on age.	University of Sanctuary Steering Group	Sept 24	
Disability (including mental health and non-visible disability)	Positive	The application process will not discriminate on disability. In the event of a student applying via this scheme, declaring a disability /SpLD and needing specialist support the university would pick up costs via the disability premium.	University of Sanctuary Steering Group	Sept 24	
Gender reassignment (including Trans and non-binary people, gender identity and	Positive	The application process will not discriminate on gender reassignment. Sanctuary Scholars can include trans and non-binary people, gender identity and gender expression.	University of Sanctuary Steering Group	Sept 24	

gender expression)					
Marriage and civil partnership	Positive and negative	<p>The Sanctuary Scholarship is a open to a dependant or partner of someone who has been granted one of the immigration statuses set out in the eligibility criteria and is therefore not eligible for Government funding such as Student Finance England.</p> <p>Family rooms are not available as part of the accommodation offer of the scheme.</p>	University of Sanctuary Steering Group	Sept 24	
Pregnancy and maternity (including adoption)	Positive and negative	<p>The application process will not discriminate on pregnancy and maternity.</p> <p>Family rooms are not available as part of the accommodation offer of the scheme.</p>	University of Sanctuary Steering Group	Sept 24	
Race	Positive	<p>The application process will not discriminate on race.</p> <p>The Learn, Embed and Share principles of the University of Sanctuary work will support the Toward2030 aims – “we care for our students, each other, ourselves, our communities, environment, region, and world.”</p>	University of Sanctuary Steering Group	Sept 24	

Religion and belief (including those without religion or belief)	Positive	The application process will not discriminate on religion and belief.	University of Sanctuary Steering Group	Sept 24	
Sex	Neutral	The application process will not discriminate on sex.	University of Sanctuary Steering Group	Sept 24	
Sexual orientation	Neutral	The application process will not discriminate on sexual orientation.	University of Sanctuary Steering Group	Sept 24	
Other International	Positive	The way that the media and some politicians talk about refugees and asylum-seeking people can be inflammatory. We are building a strong network with the University of Cumbria (through the University of Sanctuary project group) to mitigate this and to build a positive, safe and welcoming culture for all our students. This is exemplified by a recent example at FHS where local refugees in Carlisle were invited to spend a day with social work students to share experience and grow understanding.	University of Sanctuary Steering and Project Group	Sept 24	

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 mitigate no existing family room accommodation provision
- The scholarship holder will have a named contact for all pastoral matters, and this will mitigate against potential negative impact on their wellbeing and academic progression.
- The relevant personal tutors and lecturing staff will all be informed of the status of the scholarship students and will be supported by the University of Sanctuary project group.
- Appropriate training shall be provided by the Steering Group to all staff and associated personnel who during the course of their work interact with Sanctuary Scholars.
- Positive impact will be measured via the monitoring of the scheme by the Steering Group and will be disseminated as part of the Learn, Embed, Share principles and outputs of the University of Sanctuary accreditation project.
- Steering Group will disseminate the Sanctuary Scholarship terms and conditions widely throughout the institution, ensuring, in particular, that all staff and associated personnel who interact with Sanctuary Scholars during the course of their work are provided with a copy of the terms and conditions.
- This EIA will be reviewed in Sept 2024, just prior to our first scholarship intake.

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:	Emma Bales	Date:	23.10.23
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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:	25.10.23