



Internal Moderation Practice Guidance Equality Impact Assessment

Audience:	Public
Applies to:	All Staff and Students
Classification:	Academic Governance
Category:	Equality Impact Assessment
Subcategory:	Academic
Author:	Head of Teaching Quality and Learning Enhancement (AbLE Academy)
Owner:	Dean of Learning and Teaching
Sign-Off Date:	26 May 2025
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Stage 1: Rapid Equality Impact Assessment Checklist

“Proposal” is used as shorthand for any policy document, practice or project that might be assessed.

Please provide a brief description of the proposal:

The proposal contains the guidance to staff regarding the minimum standard of internal moderation at Abertay. The moderation guidance covers internal pre-moderation of work which aims to ensure that assessments are well designed and fit for purpose and the moderation of students’ work to check that marking has taken place to appropriate standards and consistency. It does not cover the work of External Examiners. The guidance aims to balance the requirements of the UK Quality Code for Higher Education (2024) with respect for the professional judgement and expertise of staff.

Reason for the Equality Impact Assessment: Proposed changes/review of existing proposal

Could any protected characteristics be affected by this proposal: No

If Yes, which protected characteristic groups could be affected (select all that apply)?

- | | |
|--|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Race (including ethnicity and nationality) |
| <input type="checkbox"/> Disability (including by association) | <input type="checkbox"/> Religion or belief (including lack of belief) |
| <input type="checkbox"/> Gender Reassignment | <input type="checkbox"/> Sex |
| <input type="checkbox"/> Marriage and Civil Partnership ¹ | <input type="checkbox"/> Sexual orientation |
| <input type="checkbox"/> Pregnancy or Maternity | |

Will the proposal have any impact on:

Discrimination?	No
Equality of opportunity?	No
Relations between groups?	No

If the answer to any of the above is 'Yes':

Is the impact only beneficial?	Yes
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¹Only the duty to eliminate discrimination applies to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect

Declaration

I confirm that this equality analysis represents a fair and reasonable view of the implications of the proposal for all protected characteristic groups, and that appropriate actions have been identified to address the findings.

Signature	Date	Individual
Julie Blackwell-Young, Head of Teaching Quality and Learning Enhancement (AbLE Academy)	26 May 2025	CEIA owner
Luke Millard, Dean of Learning and Teaching	26 May 2025	Line manager*

* if appropriate

Action and Monitoring

N/A

Equality Impact Assessment Outcome

What is the recommended outcome for this proposal?

Outcome 1: No change required – the assessment is that the proposal will be robust.

Definitions

For the purposes of this policy document and related policy documents, terms are defined in the Policy Document Library Glossary.

Related Policy Documents and Supporting Documents

Legislation	Equality Act 2010; Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012
Strategy	Abertay University Strategic Plan and all sub-strategies
Policy	Equality and Diversity Policy; Policy Document Governance Policy
Procedures	Policy Document Governance Procedure
Guidelines	Equality Impact Assessment Guidance
Local Protocol	N/A
Forms	N/A