

Stage 1: Rapid Impact Checklist

Document title: Civic Engagement Strategy

Author & School/Service: Jackie McKenzie, Director, External and Corporate Relations

Reason for the Equality Impact Assessment:

Proposed new document	X
Proposed change to existing document	
Review of existing document	
Other (please state): Proposed restructure of Schools and Divisions.	

Could any protected characteristics be affected by this proposal?¹

Yes	No
	X

If yes, which protected characteristic groups could be affected?

Age	Disability
Gender reassignment	Pregnancy and maternity
Race/ethnicity	Religion or belief (including lack of belief)
Sex	Sexual orientation

Will the proposal have any impact on:

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

¹ 'Proposal' is used as shorthand for any policy, procedure, strategy or proposal that might be assessed.

Will the proposal have an impact on the physical environment? For example, will there be impacts on:

Living conditions?	
Working conditions?	
Pollution or climate change?	
Accidental injuries or public safety?	

If the answer to any of the above is 'yes', please proceed to complete the Comprehensive Equality Impact Assessment, overleaf.

Stage 2: Comprehensive Equality Impact Assessment (CEIA)

Details of document

Document title	Civic Engagement Strategy
Document owner	J McKenzie, Director of External and Corporate Relations
School/Service	External and Corporate Relations

Aim of the document

What are the aims and objectives of the document?

To provide a framework to support the university to embed civic engagement, supporting our staff and students. Civic engagement in this context means ‘working to make a difference in the civic life of our communities.... It means promoting the quality of life in a community’. In terms of EIA, the intention is also that we foster good relations between people from different groups, tackling prejudice and promoting understanding between people from different groups through engaging with our communities.

How important is the document in terms of equality in the University? Does it relate to an area with known inequalities or where equality objectives have been set by the University?

As part of our civic engagement activities, it may be that our staff and students will come into contact with charities and community groups and their clients where there are inequalities (poverty/educational attainment/disabilities etc). The strategic framework set out in the document may encourage people with protected characteristics to participate in public life or in other activities where their participation is low., which would be a positive achievement.

Who is affected by the document and how have they been involved in the development of it?

This document is for the university community- and has been developed after extensive staff consultation- an on-line survey, 3 in person group consultation sessions and 1 online group consultation session.

Are any persons affected by the document likely to benefit from it and in what way?

Yes, we have agreed that staff will be allowed 1 day per year to volunteer with a community group/charity or to undertake civic engagement work- this will directly benefit the recipients, but also provide benefits in kind to our staff (health and wellbeing measures particularly.)

Is there any evidence or concern that any of the protected characteristic groups have different experiences, issues or needs in relation to this document? (Please provide details in the box below)

Age		Race	
Disability		Religion or Belief	
Gender Reassignment		Sex	
Pregnancy & Maternity		Sexual Orientation	
Marriage & Civil Partnership			

How does the document fit into the broader strategic aims of the University?

This is a strategic document that sets out the university's civic engagement mission in the city and beyond. It impacts on our communities, our staff and students.

Consideration of available data

(Consider what data is available. Data can include surveys, focus groups, analysis of complaints made, feedback received, consultations, etc.)

What do we know from existing data already held by the University?

The data that I have access to is in relation to the feedback on the civic engagement strategy development, not in relation to equality impact.

What do we know from existing data which is available externally?

N/A

Are there any apparent gaps in knowledge?

N/A

Impact of document

Could this document lead to any positive, negative, intended or unintended impact on the University or any of its stakeholders?

No- the strategy document aims to support staff and students to have a positive impact on our communities through greater engagement and through choice- no-one is being 'forced' to take part in any of the suggested delivery, this is voluntary.

Could there be a differential ² impact on any protected characteristics? Could any differential impact be adverse?

No- all staff are treated equally within this document, regardless of sex, age, ethnicity, sexual orientation etc or indeed seniority. There is no differential treatment but equality of approach.

Please consider

Is this policy directly discriminatory? If yes, is it intended to increase equality? If no, this is unlawful discrimination.

Is this policy indirectly discriminatory? If yes, is this justifiable or proportionate? If no, this is unlawful discrimination.

If this policy is not indirectly discriminatory, but could have an adverse impact on any of the protected characteristics, you must provide details of how the University will act to address this.

Is this policy unlawfully discriminatory? If you find that it is, you must decide how the University will act lawfully.

Consultation

What did this equality analysis conclude?

The equality analysis has indicated that this strategy is intended to be fairly applied to all staff and students and on a voluntary basis through choice.
--

Is any action required to be taken in response to the findings from the consultation?

None

What is the recommendation for this document following consultation?

Reject the document		Approve and publish the document	x
Amendment required		Other (please provide details below)	

² Differential impact = where the positive or negative impact on one particular protected characteristic is likely to be greater than on another.

Declaration

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

Jackie McKenzie, Director of External and Corporate Relations	CEIA owner
	Line manager (if appropriate)

Committee approval

Which Committee has this document gone before for approval?
University Court
Date of Committee meeting: 26 April 2023

Following Committee consultation, what is the decision for this document?

Reject the document		Approve and publish the document	x
Amend the document		Other (please give details below)	

If the Committee requires that the document be amended, please list amendments below.