

Stage 2: Comprehensive Equality Impact Assessment (CEIA)

Details of document

Document title	Abertay Sustainable Development Strategy (2023-2030)
Document owner	Professor Nia White
School/Service	Dean of Research and the Graduate School

Aim of the document

What are the aims and objectives of the document?

The University Sustainable Development Strategy (2023-2030) has been developed at a time of extensive climate, economic and societal crisis, and as we emerge from the challenges presented by the global Covid-19 pandemic. It describes the strategic vision, high-level prioritised actions, targets and governance structure, developed and agreed by the Abertay community, to mitigate and offset our impact on our climate, ecosystems and communities, and to drive positive personal, local and global change.

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?

The University Sustainable Development Strategy (2023-2030) has equality, and tackling inequality, at its core, as it is focussed around the 2030 UN Agenda for Sustainable Development, which "... provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests. ”

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

The student and staff community are/ will be affected by the strategy.

The strategy has been developed by Development Working Groups leads (staff and/or students with responsibilities, roles, or interests relevant to each areas of focus) and through consultation with the University Sustainable Development Steering Group (comprised of student and staff with expert and representative membership from across the University), and the Senior Management Team.

A series of open in-person and on-line consultation events were held in April 2023 to discuss and to receive feedback on the strategy.

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

The strategy should benefit members of the University and external community through the development of a more sustainable future.

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			

Further details:

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

Our University [Strategic Plan 2020-2025](#) states that “We will develop and implement a new environmental sustainability strategy that is centred on the UN Sustainable Development Goals” (SDGs). This University Sustainable Development Strategy has been prepared on that basis and aims to align and integrate with other supporting strategies for our Strategic Plan, including our [Learning Enhancement Strategy](#), [Research & Knowledge Exchange Strategy](#), [Digital Strategy](#), People Strategy, Estates Strategy, Finance Strategy, and Civic Engagement Strategy.

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?

No relevant data available.

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

The Climate Change Act 2008 requires the UK to have net zero emissions of all greenhouse gases by 2050. The Scottish Funding Council Net Zero and Sustainability Framework for Action has set a net-zero target of 2040-45 or before, for all Scottish Colleges and Universities. The SFC framework supports Scottish Government’s national climate and economic plans¹, and is focussed on delivering: just transition including community health, wealth, and opportunity; green growth including reskilling, upskilling and skills alignment; and place-based net-zero transformation including infrastructure and education. The Intergovernmental Panel on Climate Change estimates that we must cut global carbon emissions by 45% by 2030 in order to limit global warming to 1.5 degrees Celsius. The strategy aligns with the requirements set out within these Acts and Frameworks.

Are there any apparent gaps in knowledge?

There are and will continue to be gaps in knowledge, but we will work with guidance from authoritative organisations and sources.

Impact of document

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

The strategy aims to lead to positive impact on the University and its stakeholders.

Could there be a differential¹ impact on any protected characteristics? Could any differential impact be adverse?

Some areas of the strategy may be directly discriminatory and intended to increase equality (e.g. “We will continue to provide an environment that supports equality, diversity and inclusion. We will lead and champion accessible education, through social inclusion, wider access, community and stakeholder engagement, thereby supporting students from diverse backgrounds to realise their potential”; “We will incentivise and support inter- and trans-disciplinary work on sustainable development challenges through Abertay R-LINCS funding”), but these will be clearly stated within the strategy and impact will be monitored going forward.

¹ Differential impact = where the positive or negative impact on one particular protected characteristic is likely to be greater than on another.

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 student and staff community are in support of the strategy.

Is any action required to be taken in response to the findings from the consultation?
Two minor amendments to text only – now included.

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)	

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.

Professor Nia White.	CEIA owner
	Line manager (if appropriate)

Committee approval

Which Committee has this document gone before for approval?
University Court
Date of Committee meeting: 14 June 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.