

Internal Peer Review Policy: Equality Impact Assessment

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:

This updated Abertay University Policy on Internal Peer Review sets out the institutional requirements and process of internal peer review of RKE&I grant applications to external funding bodies, including key principles, criteria, funding thresholds and timelines.

The key purpose for Policy is to provide a supportive and constructive framework for all colleagues who are developing external funding proposals. It is also to ensure that all grant applications submitted for external funding at the University are assessed with fairness, transparency and academic rigor.

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

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

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

Is the impact only beneficial?

No

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
Josine Opmeer, Research Grant and REF Development Specialist	16 September 2025	CEIA owner
Professor Nia White, Dean of Research and the Graduate School	16 September 2025	Line manager*

* if appropriate

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.

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; Peer Review Policy; Policy Document Governance Policy
Procedures	Policy Document Governance Procedure
Guidelines	Equality Impact Assessment Guidance
Local Protocol	N/A
Forms	N/A

Additional Information

Audience:	Public
Applies to:	All Research Active Staff and Students
Classification:	Academic Governance
Category:	Equality Impact Assessment
Subcategory:	Research and Research Degrees
Author:	Research Grant and REF Development Specialist
Owner:	Dean of Research and the Graduate School
Sign-Off Date:	16 September 2025
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