

## Research Publications Policy Equality Impact Assessment

The University requires staff to conduct an Equality Impact Assessment (EqIA) and to take account of its results in the development of new and the review of existing policy documents and practices including projects and/or proposals (referred to collectively as a “policy/ practice” in this form).

Please ensure you read the EqIA Guidance prior to completion of this form and familiarise yourself with the University’s Equality, Diversity and Inclusion policy and have undertaken all compulsory equality, diversity and inclusion training.

More information relating to developments, facts and figures related to equality and diversity within the University as well as published EqIAs is available on the University’s website at [Equality, Diversity and Inclusion | Abertay University](#).

### 1. Equality Impact Assessment Checklist

#### **Reason for the Equality Impact Assessment:**

New policy/practice

If selected Other, please provide more information: N/A

#### **Please provide a brief description of the policy/practice (including aims and objectives):**

Research Publications Policy (replacing current Open Access Publications Policy) enabling introduction of an Institutional Rights Retention Strategy for research publications.

#### **How does the policy/practice fit into the broader strategic aims of the University?**

Research, Knowledge Exchange and Innovation Strategy 2025–30 (R-LINCS30) and reinforces commitment to open research practices and alignment with Funder and REF 2029 open access requirements.

#### **Who will be impacted by this policy/practice?**

- Applies to all academic and research staff and postgraduate research students.

**With regards to completion of the table below, is there any evidence or concern that any of the protected characteristic groups have different experiences, issues or needs in relation to this policy/practice? Could there be a differential impact on any protected characteristics? This should cover discrimination, equality of opportunity and relations between groups.**

| <b>Characteristic</b>                  | <b>Potential Positive Impact</b> | <b>Potential Negative Impact</b> | <b>Additional Information</b>   |
|--|----------------------------------|----------------------------------|---|
| <b>Age</b>                             | <b>Yes</b>                       | <b>No</b>                        | Policy applies equally; positive impact through improved access to research outputs for all age groups. |
| <b>Disability</b>                      | <b>Yes</b>                       | <b>No</b>                        | Accessible formats available on request; repository team support ensures inclusion.                     |
| <b>Gender Reassignment</b>             | <b>No</b>                        | <b>No</b>                        | No differential impact identified   |
| <b>Marriage and Civil Partner-ship</b> | <b>No</b>                        | <b>No</b>                        | No differential impact identified   |
| <b>Pregnancy and Maternity</b>         | <b>Yes</b>                       | <b>No</b>                        | Support for researchers during leave.   |
| <b>Race</b>                            | <b>Yes</b>                       | <b>No</b>                        | Promotes global access and visibility of research outputs, supporting equality of opportunity           |
| <b>Religion or Belief</b>              | <b>No</b>                        | <b>No</b>                        | No differential impact identified.  |
| <b>Sex</b>                             | <b>No</b>                        | <b>No</b>                        | No differential impact identified.  |
| <b>Sexual Orientation</b>              | <b>No</b>                        | <b>No</b>                        | No differential impact identified.  |

#### **Additional notes**

The policy promotes inclusivity by enabling open access to research outputs, providing a mediated deposit of outputs in Pure, and offering support for accessible formats of the policy.

## 2. Equality Impact Assessment Outcome

### What is the recommended outcome for this policy/practice?

Outcome 1: No change required – the assessment is that the policy/practice will be robust.

**Summarise any actions required to implement the findings and describe how the policy/practice will be monitored going forward, how you might involve equality groups or communities in the ongoing monitoring and ensure that impact is frequently reviewed.**

Annual review alongside policy review cycle.

Feedback from staff and students via repository support channels.

### Declaration

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

| Approved by:   | Date        | Individual               |
|--|-------------|--------------------------|
| Noelle McDougall, Scholarly Communications Manager and Research Information Specialist | 20 Nov 2025 | EqlA author <sup>†</sup> |
| Professor Nia White, Dean of Research and the Graduate School                          | 21 Nov 2025 | EqlA owner <sup>*</sup>  |

<sup>†</sup> for projects, this is the project proposer; <sup>\*</sup> for projects, this is the project sponsor.

The EqlA owner will normally be a member of the Senior Management Team. If they are also the author, another appropriate member of the Senior Management Team will be required to review and sign-off the completed EqlA.

### 3. 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; Project Governance Framework; Research Publication Policy |
| Procedures     | Policy Document Governance Procedure  |
| Guidelines     | Equality Impact Assessment Guidance   |
| Local Protocol | N/A   |
| Forms          | N/A   |

### 4. Additional Information

|                       |  |
|-----------------------|--|
| Audience:             | Public   |
| Applies to:           | All Research Active Staff and Postgraduate Research Students         |
| Classification:       | Academic Governance  |
| Category:             | Equality Impact Assessment   |
| Subcategory:          | Research and Research Degrees  |
| Author <sup>†</sup> : | Scholarly Communications Manager and Research Information Specialist |
| Owner <sup>*</sup> :  | Dean of Research and the Graduate School <sup>**</sup>               |
| Sign-Off Date:        | 21 November 2025   |
| Review Date:          | 31 December 2028   |

<sup>†</sup> for projects, this is the project proposer; <sup>\*</sup> for projects, this is the project sponsor.

<sup>\*\*</sup> If they are also the author, another appropriate member of the Senior Management Team will be required to review and sign-off the completed EqIA.

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

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