

## Visiting and Emeritus Titles 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. 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:**

Visiting and Emeritus Titles Policy. This policy outlines the criteria, process, and conditions under which the University confers honorary titles such as Visiting Academic and Emeritus Professor. It includes eligibility requirements, expectations of voluntary contributions, and procedures for approval, renewal, and withdrawal of titles.

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

#### **Could any protected characteristics be affected by this proposal:** Yes

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

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

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<sup>1</sup>Only 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

**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?	No
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## 2. Stage 2: Comprehensive Equality Impact Assessment (CEIA)

### Summary of the Proposal and Who will be affected?

What are the aims and objectives of the proposal?

The policy affects internal and external individuals who may be awarded honorary titles. It is important to assess whether the criteria or processes could unintentionally disadvantage individuals with protected characteristics. In particular, Emeritus professor titles are awarded to professors on retirement so is related directly to age, and will reflect the professorial population, which for Abertay is disproportionately male and possibly other characteristics are under-represented too which will need to be reviewed and investigated further.

### How important is the proposal 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 noted above, Emeritus Professorships reflect the population of professors retiring from the University – which is currently disproportionately male. The policy does not, in itself, create or affect any inequality – as it is applied equally to retiring professors. Visiting professorships are also likely to reflect the wider professorial population outside of Abertay, but are within the University's control.

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

The policy may affect:

- Retired staff (age)
- Individuals with disabilities (access to facilities, voluntary contributions)

- Women and carers (availability for voluntary work)
- Ethnic minorities and underrepresented groups (access to honorary recognition)

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

Internal: Current staff seeking to engage with Visiting academics, retiring professors, Deans and People Services involved in approvals

External: Retired staff, academics from other institutions, professionals seeking Visiting status.

To formalise the process for awarding Visiting and Emeritus titles, ensuring consistency, transparency, and alignment with institutional values. The policy aims to recognise distinguished service and foster ongoing voluntary contributions to the University.

**Is there any evidence or concern that any of the protected characteristic groups have different experiences, issues or needs in relation to this document? Yes**

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

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Age                                   | <input checked="" type="checkbox"/> Race (including ethnicity and nationality) |
| <input checked="" type="checkbox"/> Disability (including by association) | <input type="checkbox"/> Religion or belief (including lack of belief)         |
| <input type="checkbox"/> Gender Reassignment                              | <input checked="" type="checkbox"/> Sex  |
| <input type="checkbox"/> Marriage and Civil Partnership <sup>2</sup>      | <input type="checkbox"/> Sexual orientation                                    |
| <input type="checkbox"/> Pregnancy or Maternity                           |  |

Please provide further details:

Further analysis of current population to take place.

**How does the proposal fit into the broader strategic aims of the University?**

To maintain and continue to build on collaboration and engagement opportunities.

**Consideration of available data**

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

- University demographic data on staff and honorary title holders
- Sector benchmark information on academic staff distribution by grade
- Consultation with Deans and People Services

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

Women and minority ethnic people are known to be under-represented at senior academic grades, affecting the 'pool' from which Visiting academics are drawn.

### **Are there any apparent gaps in knowledge?**

EDI information is not currently held for all visiting and emeritus academics. Action to promote equality includes:

- Include equality statement in nomination and approval guidance
- Monitor diversity of title recipients every two years (in view of small numbers)
- Provide guidance on flexible voluntary contributions
- Ensure accessibility of facilities and digital engagement options
- Providing unconscious bias training for decision-makers

## **Impact of Proposal**

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

#### **Age:**

Retired staff benefit from the emeritus title. However, they could be disproportionately affected by expectations of voluntary work associated with the Emeritus title. To mitigate this, the policy should clarify that contributions are optional and flexible, and that there is no obligation to undertake or complete agreed activities.

#### **Disability:**

Individuals with disabilities may face barriers related to accessibility of facilities or expectations for engagement. Reasonable adjustments should be made, and remote participation options should be offered to ensure inclusivity.

#### **Gender:**

Women and carers may be more likely to experience time constraints that limit their ability to contribute voluntarily. Flexible arrangements and inclusive recognition criteria should be promoted to ensure equitable access to titles and participation.

#### **Race/Ethnicity:**

There is a risk of underrepresentation of ethnic minority groups in the awarding of titles. To address this, the University should monitor the diversity of recipients and encourage nominations from underrepresented groups.

**Religion or Belief:**

Scheduling of activities may conflict with religious observance. Flexibility in engagement should be offered, and assumptions about availability should be avoided.

**Sexual Orientation:**

No specific adverse impact is expected. Inclusive language and visibility in communications should be maintained to ensure a welcoming environment.

**Pregnancy and Maternity:**

Temporary leave due to pregnancy or maternity may affect availability for voluntary work. The policy should ensure that individuals are not disadvantaged in title consideration due to such leave.

**Gender Reassignment:**

There is a risk of exclusion if policy language or recognition practices are not inclusive. The University should use inclusive terminology and consult with LGBTQ+ staff networks to ensure equitable treatment.

**Marriage and Civil Partnership:**

Not relevant.

**Could there be a differential<sup>2</sup> impact on any protected characteristics? Could any differential impact be adverse?**

Not from the policy in itself, provided it is applied as intended and in line with University values.

**Please consider:**

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

No

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

No, other than a positive impact related to age, as retiring professors benefit from the title. This is a justifiable – as it enabling colleagues to retain their academic title, and is in keeping with standard academic practice.

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.

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

See above.

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

No

## Consultation

**What did this equality analysis conclude?**

No immediate action required apart from on-going monitoring.

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

As above – see section on the impact of this proposal.

**What is the recommendation for this proposal following consultation?**

Approve the proposal.

## 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
C Boland	22 Sep 2025	CEIA owner
Eilidh Fraser	10 Nov 2025	Line manager*

\* if appropriate

## 3. Action and Monitoring

As noted above, action includes:

- Monitor diversity of title recipients every two years (in view of small numbers)
- Provide guidance on flexible voluntary contributions as required
- Continue to ensure accessibility of facilities and digital engagement options
- Continue to provide unconscious bias training for decision-makers

#### 4. 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.

#### 5. 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

#### 6. Additional Information

Audience:	Public
Applies to:	All University Members and the General Public
Classification:	Corporate Governance
Category:	Equality Impact Assessment
Subcategory:	Staff
Author:	Deputy Director of People and Culture
Owner:	Director of People and Culture
Sign-Off Date:	22 September 2025
Review Date:	

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