

## People Strategy 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:

Proposed changes/review of existing policy/practice

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

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

People Strategy – revised version

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

It is a supporting strategy to the University strategy – as set out in the document.

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

All staff, including those in leadership and management roles.

Characteristic	Potential Positive Impact	Potential Negative Impact	Additional Information
Age	Yes	No	Through broad promotion of EDI – as a strategic objective, and through the wellbeing, health and safety strategic objective e.g. health promotion likely to include age-related conditions (including some intersectionality)

<b>Characteristic</b>	<b>Potential Positive Impact</b>	<b>Potential Negative Impact</b>	<b>Additional Information</b>
			e.g. menopause; prostate)
<b>Disability</b>	<b>Yes</b>	<b>No</b>	As for age, including health promotion and intersectionality, plus specific EDI objective re disability assessment and action plan.
<b>Gender Reassignment</b>	<b>Yes</b>	<b>No</b>	As part of strategic objectives on EDI and wellbeing.
<b>Marriage and Civil Partner-ship</b>	<b>No</b>	<b>No</b>	N/A
<b>Pregnancy and Maternity</b>	<b>Yes</b>	<b>No</b>	As part of strategic objectives on EDI and wellbeing, health & safety
<b>Race</b>	<b>Yes</b>	<b>No</b>	As part of strategic objective on EDI, noting particularly ongoing support for Lead Voices.
<b>Religion or Belief</b>	<b>Yes</b>	<b>No</b>	As part of strategic objective on EDI
<b>Sex</b>	<b>Yes</b>	<b>No</b>	As part of strategic objective on EDI, and noting specific objective re support/reporting on discrimination and harassment (relevant to all protected characteristics)
<b>Sexual Orientation</b>	<b>Yes</b>	<b>No</b>	As part of strategic objective on EDI.

#### **Additional notes**

Promotion of EDI a key purpose of the People Strategy and is embedded across the document as well as specifically covered by a strategic objective and more specific actions. These including specific action around prevention of discrimination and harassment, as well as promoting equality and inclusion.

## 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.**

Monitoring will be via an implementation plan and regular (at least annual) reporting on progress.

### Declaration

I confirm that this equality analysis 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
Director of People & Culture, Eilidh Fraser	03 November 2025	EqlA author <sup>†</sup>
Director of People & Culture, Eilidh Fraser	03 November 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
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 University Members
Classification:	Corporate Governance
Category:	Equality Impact Assessment
Subcategory:	Corporate Strategy, Planning and Reporting
Author†:	Director of People and Culture
Owner*:	Director of People and Culture**
Sign-Off Date:	3 November 2025
Review Date:	30 November 2028

† for projects, this is the project proposer; \* for projects, this is the project sponsor.

\*\* 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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