

Research, Knowledge Exchange and Innovation 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: Revised Strategy

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

Research, Knowledge Exchange and Innovation Strategy 2025-30

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

Aligns with the revised University Strategic Plan 2025-30

Who will be impacted by this policy/practice?

All research active academic staff; staff supporting RKE&I; external stakeholders

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.

Characteristic	Potential Positive Impact	Potential Negative Impact	Additional Information
Age	Yes	No	Strategy aims to support development of all those

Characteristic	Potential Positive Impact	Potential Negative Impact	Additional Information
			engaged with quality RKE&I
Disability	Yes	No	Strategy aims to support development of all those engaged with quality RKE&I
Gender Reassignment	Yes	No	Strategy aims to support development of all those engaged with quality RKE&I
Marriage and Civil Partner-ship	Yes	No	Strategy aims to support development of all those engaged with quality RKE&I
Pregnancy and Maternity	Yes	No	Strategy aims to support development of all those engaged with quality RKE&I
Race	Yes	No	Strategy aims to support development of all those engaged with quality RKE&I
Religion or Belief	Yes	No	Strategy aims to support development of all those engaged with quality RKE&I
Sex	Yes	No	Strategy aims to support development of all those engaged with quality RKE&I
Sexual Orientation	Yes	No	Strategy aims to support development of all those engaged with quality RKE&I

Additional notes

The strategy actively seeks to promote EDI in all research activities, including equality of opportunity and supporting underrepresented groups. In addition, the strategy supports

prevention of discrimination, harassment and victimisation through upholding the highest standards of research ethics. EDI is specifically referenced in relation to promotion of our Values in section (D), and embedding EDI principles in research-related management and PGR recruitment and support.

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.

< The RKE&I Strategy aims to support the development of all those engaged with and delivering quality RKE&I. Strategy KPI data will be reported to Court annually; RKE&I related workload allocations for academic staff, including against declared protected characteristic information, will be monitored and reviewed by ALG annually. Issues of concern will be raised with the Lead Voices group to seek feedback; The REF 2029 Code of Practice will seek to limit any discriminatory protected characteristic selection processes (An EqIA will be carried out). A REF EqIA (involving a detailed data analysis) will be prepared following REF guidance as part of the REF 2029 submission. >

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
Professor Nia White; Dean of Research & the Graduate School	5 Nov 2025	EqIA author [†]
Eilidh Fraser, Director of People and Culture	5 Nov 2025	EqIA owner [*]

[†] for projects, this is the project proposer; ^{*} for projects, this is the project sponsor.

The EqIA 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 EqIA.

3. Related Policy Documents and Supporting Documents

Legislation	Equality Act 2010; Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012; National Security and Investment Act 2021; UK General Data Protection Regulation (UK GDPR) and the Data Protection Act (2018)
Strategy	Abertay University Strategic Plan and all sub-strategies
Policy	Equality and Diversity Policy; Policy Document Governance Policy; Project Governance Framework; All Abertay Research Knowledge Exchange and Innovation related policies
Procedures	Policy Document Governance Procedure; All Abertay Research Knowledge Exchange and Innovation related procedures
Guidelines	Equality Impact Assessment Guidance
Local Protocol	N/A
Forms	N/A

4. Additional Information

Audience:	Public
Applies to:	All Staff and Students
Classification:	Corporate Governance
Category:	Equality Impact Assessment
Subcategory:	Corporate Strategy, Planning and Reporting
Author [†] :	Dean of Research and the Graduate School
Owner*:	Director of People and Culture**
Sign-Off Date:	5 November 2025
Review Date:	30 November 2030

[†] 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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