

statement on diversity on the university court

School/ Directorate

Academic and Corporate Governance

Person Responsible

Liz Rogers

Created

25th October, 2017

Last Review

25th October, 2017

Status

Complete

Next Review

25th February, 2019

Screening Data

What is the name/title of the policy/activity?

Statement on Diversity on the University Court

Describe the aim, objective and intended consequences of the policy/activity.

To promote inclusivity and to support the University in moving towards an appropriately diverse governing body meeting internal expectations and governance standards.

Who is responsible for the policy/activity and who implements it?

University Court supported by Academic & Corporate Governance

Who is affected by the policy/activity and in what way?

Existing and future members of the Court and Audit Committee.

Is there any evidence or concern of the following?

those with a protected characteristic might have different experiences, issues or needs in relation to this policy the policy reduces or denies access to services and opportunities to those with a protected characteristics or the policy disadvantages those with protected characteristics, either explicitly or inadvertently?

The statement aims to promote inclusivity of all nine protected characteristics and as such does not discriminate or deny access to those with a protected characteristic. However the University is committed to improving widening equality in particular relation to race.

Does this policy require to be consulted on with any protected equality groups?

No

Recommend this EA for Full Analysis?

Yes

Comments

The statement on diversity on University Court aims to make clear that the Court is committed to ensuring that good practice in equality & diversity pervade all activities in which the University is engaged.

Rate this EA

N/A

Impact Assessment Data

Indicate which of the protected characteristics are relevant to this policy, either in a positive or negative sense.

- Disability
- Age
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation
- Sex

The statement on diversity on University Court aims to promote inclusivity in terms of all nine protected characteristics stated in the Equality Act 2010. The statement expresses the University's commitment to widening equality and diversity and inclusion.

Is there any indication of a higher or lower uptake, participation or representation rate by particular protected group/s?

- Age
- Race
- Religion or belief

There a broad range of issues that the University and University Court must address, as noted in the summary of diversity on the University Court. Particular opportunities for improvement include widening equality in terms of age, race and religion/belief.

Taking account of the information gathered, where you have identified adverse impact or potential for adverse impact, could this amount to unlawful discrimination? If your response is yes, explain.

No

N/A

Taking account of all your findings so far would you describe the level of risk as high, medium, low or is the relevance neutral?

- Low

If the University Court is not representative this could impact on the balance, inclusivity and quality of decision making.

What are your recommendations for the policy?

To statement must be reviewed on an annual basis alongside the data from the annual diversity on the Court survey return. This will enable the University and the Court to review the data and take a proactive approach in widening equality.

The People and Organisational Development Committee reviewed the statement at its meeting on 27 September 2017 and commented that the statement should refer to 'inclusivity' and ensure that focus is equally placed on all nine

protected characteristics. The Scottish Government stipulate in the 'Gender Representation on Public Boards (Scotland)' that public boards should meet a target of 40% minimum representation of either gender. However, the University is aware that this may seem to prioritise one characteristic above others and is keen to stress its commitment to the inclusion of all nine protected characteristics.

Comments

The impact should be positive on all protected groups as the statement aims to promote an inclusive Court.

Organisation Sign-off Data

Conclusions and recommendation of the EIA.

The statement is very relevant to equality and has 'written in' the commitment of the University Court to equality. There are no further recommendations regarding the statement at this time.

What are the proposed actions/changes to policy to reduce or eliminate adverse impact? (including reasons chosen)

To introduce the word 'Inclusion' into the statement

What are the timescales for implementation of any actions/ changes required?

With immediate effect

Set out the monitoring arrangements for the policy. In this context, monitoring should be in relation to any changes on the level of impact on the protected equality groups.

The Statement will be reviewed in a year and in the interim any feedback or concerns will be gathered to inform any further changes.

Comments

The Statement is relevant to equality, diversity and inclusion and sets out the Court commitment. The changes in this occasion were to introduce the word 'Inclusion' into the title of the statement, indicating that the Court wishes to be fully inclusive of all the protected groups and those who are disadvantaged. The Statement will be published without any further change.

Next Review Date

2019-02-25

Outstanding Actions

No outstanding actions