

Equality Analysis (EA)

Development & Alumni

Naming Policy

A. Policy/practice details

1. The title of the policy being analysed.

Naming Policy

2. Please explain the main purpose of the policy being analysed.

The policy is intended to cover instances upon which the University might wish to consider naming, including naming of buildings, facilities, research centres, academic posts, scholarships, bursaries and prizes, and other sponsorship, in recognition of philanthropic support by an individual or organisation. The policy covers recognition of distinction and/or other significant contribution(s) to the University, and recognition of philanthropic and financial contributions.

3. Who will be affected?

Donors to the University are the main group. Others could include friends of the University, Council & Court members, staff and students.

4. Aspects of the policy that particularly impact on equality and diversity.

The main criterion for naming is that the University wishes to recognise an exceptional contribution made to the University. Naming should always be at the discretion of the University and is irrespective of gender, race, disability or other protected characteristic.

B. Analysis

5. Please indicate evidence used and the process by which you have arrived at your conclusions.

To establish this policy we drew on best practice from CASE (Council for Advancement and Support for Education), the Institute of Fundraising and the Fundraising Standards Board's Codes of Practice.

We also consulted with fellow 1994 Group institutions to benchmark our policies, and consulted with our alumni advisory group, academics, university management, and the policy has been approved by University Executive Committee.

6. Risk of adverse impact on protected groups.

	High impact	Medium impact	Low impact
Age			Low
Disability			Low
Gender			Low
Pregnancy/Maternity			Low
Race/ethnicity			Low
Religion/belief			Low
Sexual Orientation			Low
Transgender			Low
Marriage/civil partnership			Low

C. Mitigating potential adverse impact

7. Conclusions and recommendations for amendments to the policy/practice.
Please give an outline of the key actions based on any gaps, challenges, priorities and opportunities you have identified.

Naming opportunities reflect both University and donor interests irrespective of gender, race, disability or other protected characteristic.

No recommendations to change the policy.

8. Timescale for implementation of changes or introduction of new policy.

No recommendations for changes.

D. Publication

9. Final reporter: Gavin Maggs, Director of Development & Alumni Relations

10. Date: 27 April 2012

11. Review date: 2015