

Equality Analysis (EA)

Intellectual Property and Legal Services

Provision of professional in-house legal services

A. Policy/practice details

1. The title of the policy being analysed.

Provision of professional in house legal services in connection with research, intellectual property and commercial affairs.

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

(i) To propose and review contractual terms for research projects and collaborations of all types, studentships, material transfer agreements and other research related agreements;

(ii) to propose and review contractual terms for licenses and spin outs;

(iii) to provide standard form documents to be used within the University (with specialist IPLS input as required);

(iv) to advise generally on IP related issues and on commercial affairs related to IP.

In each case to protect and enhance the University's intellectual assets and reputation.

3. Who will be affected?

Research active academic staff, commercialisation active academic staff, University Executives, partners with or for whom the University is conducting research and or to which it is licensing or arranging Intellectual Property on commercial terms.

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

IP&LS advises on research contracts and on IP commercialisation and commercial and policy IP related affairs when requested to do so. Those using the service within the University are self-selecting and projects for review and advice are allocated within the IP&LS Department. When the request for advice comes in, depending on workload of the IP&LS staff, the project is allocated to one of three lawyers, the individual lawyer then prioritises depending upon urgency, value and future prospects, otherwise all projects are given equal importance and professional attention is given to each in turn. The activity relates to legal and commercial issues in the contractual agreements and application of the University IP Policy. There is no evidence that any group is adversely affected by the conduct and outcome of negotiations.

B. Analysis

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

(i) Review of sample files.

(ii) Knowledge of past and existing cases.

(iii) Regular discussions with team members at which any equality and diversity issues may be aired.

6. Risk of adverse impact on protected groups.

	High impact	Medium impact	Low impact
Age			x
Disability			x
Gender			x

Pregnancy/Maternity			x
Race/ethnicity			x
Religion/belief			x
Sexual Orientation			x
Transgender			x
Marriage/civil partnership			x

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.*

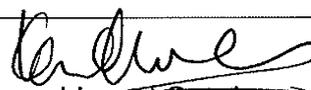
n/a

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

n/a

D. Publication

9. Final reporter:



Kerena Green, Head of Intellectual Property and Legal Services

10. Date:

11. Review date: