

Equality Analysis (EA)

Office of the University Secretary

Single Equality Scheme

A. Policy/practice details

1. The title of the policy being analysed.

Single Equality Scheme (the name might be changed during consultation)

There will be a further analysis of this Scheme in autumn 2012.

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

To provide a scheme which includes all 9 protected characteristics as described in the Equality Act 2010. The scheme covers the legal requirements and practical day-to-day operation application of the law.

3. Who will be affected?

Staff, students, visitors and users of the University of Bath's services will be affected by the Policy. This will include feeder colleges.

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

Issues of fairness, fair treatment and appropriate treatment in relation to the 9 protected characteristics are the main concerns in this policy. In summary, the impact on equality and diversity in employment, study and service delivery are covered in this scheme.

B. Analysis

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

A number of actions have been taken to limit the impact on those in protected groups to assist them to perform and achieve similar results as those who are not in these groups.

Statistics produced by HR, Registry and by other departments provide evidence of potential impact on those in the protected groups. Information gathered on the position of staff by job family and grades provides useful data about grades and jobs of those in protected groups. Reports provided annually to Council give information on efforts made to encourage a wider range of applications, for example to increase the number of women professors.

With reference to students, a working group set up to investigate student degree attainment discovered a disparity between students from Black, Asian and Minority Ethnic and Disabled students when compared with the degree classification of White male/female students.

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.*

There are gaps in data needed to determine further action and work is being undertaken to close these gaps on a regular basis. We recently extended equality monitoring of staff to now include religion/belief and sexual orientation. The collection of student data on religion/belief and sexual orientation is scheduled to begin from 2013/14. This data along with other information will provide us with a valuable basis for evidence needed in our policies and practices.

Key actions relating to provision for staff based on religious needs include accommodation and dietary requirements, which have been implemented. Consultation with transgendered staff and students is limited due to confidentiality. Further actions for all 9 protected groups will be investigated through working groups or consultation with self-organised staff or student groups.

A number of challenges have been tackled in the past and we will continue to work hard to face these through robust policies to promote fairness and appropriate treatment for all. We have used online surveys to obtain anonymous qualitative and quantitative information. We will use this method and more direct ways to collect useful data to develop practices that are indicative of the needs of staff and students.

The Equalities and Diversity Network were asked for their views on the composition of the new Scheme and have indicated that whilst it was useful to have full information on each protected characteristic that it would be more effective for this Scheme to be shorter and more concise.

The university's self-organised groups along with the recognised trades unions, Students' Union and other internal bodies will be consulted on the draft Scheme when it is nearer completion. This will be a good opportunity to ensure that key actions are captured in the Scheme.

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

2013

D. Publication

9. Final reporter:

Marlene Bertrand

10. Date:

May 2012

11. Review date:

2015