



Edinburgh Napier University  
Equality Impact Assessment  
Paternity Policy  
December 2011

**Please complete and return by email to Mohammed Hameed, Diversity Partner**  
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Faculty/Service Area <b>Human Resources</b>	Date of Assessment 12/12/11	Name of the proposal to be assessed Paternity Policy	Person responsible for the assessment Mohammed Hameed
Who was present at the EIA? Please list Desk-based exercise completed by Mohammed Hameed	Is this a <b>new</b> or <b>existing</b> proposal?  <b>Revised</b>		When will this proposal be reviewed?  <b>Every 3 years unless there is legislative change</b>
1. Briefly describe the aims, objectives and purpose of the proposal	<b>This revised policy sets out staff entitlement to Paternity Leave and takes into account the Work and Families Act 2006 and the Additional Paternity Leave Regulations 2010. It aims to ensure that staff have the appropriate levels of information required in order to be able to take paternity leave.</b>		
2. Who is intended to benefit from the proposal and in what way?	All staff		
3. What outcomes are wanted from this proposal?	Provide staff with clear guidance on parental leave entitlement		

4. What factors/forces could contribute/detract from the outcomes?	Poor communication could detract from the objective of providing clear guidance to staff. It is essential therefore that managers are aware of the contents of this policy so that they can communicate its contents at the appropriate time.	
5. Is it likely that the proposal <b>could</b> have a positive or negative impact on minority ethnic groups? What evidence (either presumed or otherwise) do you have for this?	N	This policy is to a great extent governed by regulation and legislation and has no discretionary element. All staff, regardless of protected characteristics, may benefit from the rights outlined in the policy provided they meet the criteria.
6. Is it likely that the proposal <b>could</b> have a positive or negative impact due to gender (including pregnancy and maternity)? What evidence (either presumed or otherwise) do you have for this?	N	This policy is to a great extent governed by regulation and legislation and has no discretionary element. All staff, regardless of protected characteristics, may benefit from the rights outlined in the policy provided they meet the criteria.
7. Is it likely that the proposal <b>could</b> have a positive or negative impact due to disability? What evidence (either presumed or otherwise) do you have for this?	N	This policy is to a great extent governed by regulation and legislation and has no discretionary element. All staff, regardless of protected characteristics, may benefit from the rights outlined in the policy provided they meet the criteria.
8. Is it likely that the proposal <b>could</b> have a positive or negative impact on people due to sexual orientation? What evidence (either presumed or otherwise) do you have for this?	N	This policy is to a great extent governed by regulation and legislation and has no discretionary element. All staff, regardless of protected characteristics, may benefit from the rights outlined in the policy provided they meet the criteria.
9. Is it likely that the proposal <b>could</b> have a positive or negative impact on people due to their age? What evidence (either presumed or otherwise) do you have for this?	N	This policy is to a great extent governed by regulation and legislation and has no discretionary element. All staff, regardless of protected characteristics, may benefit from the rights outlined in the policy provided they meet the criteria.

<p>10. Is it likely that the proposal <b>could</b> have a positive or negative impact on people due to their religious belief (or none)? What evidence (either presumed or otherwise) do you have for this?</p>		<p>N</p>	<p>This policy is to a great extent governed by regulation and legislation and has no discretionary element. All staff, regardless of protected characteristics, may benefit from the rights outlined in the policy provided they meet the criteria.</p>
<p>11. Is it likely that the proposal <b>could</b> have a positive or negative impact on people with dependants/caring responsibilities? What evidence (either presumed or otherwise) do you have for this?</p>		<p>N</p>	<p>This policy is to a great extent governed by regulation and legislation and has no discretionary element. All staff, regardless of protected characteristics, may benefit from the rights outlined in the policy provided they meet the criteria.</p>
<p>12. Is it likely that the proposal <b>could</b> have a positive or negative impact on people due to them being transgender or transsexual? What evidence (either presumed or otherwise) do you have for this?</p>		<p>N</p>	<p>This policy is to a great extent governed by regulation and legislation and has no discretionary element. All staff, regardless of protected characteristics, may benefit from the rights outlined in the policy provided they meet the criteria.</p>
<p>13. Is it likely that the proposal <b>could</b> have a positive or negative impact on people due to their marital or civil partnership status? What evidence (either presumed or otherwise) do you have for this?</p>		<p>N</p>	<p>This policy is to a great extent governed by regulation and legislation and has no discretionary element. All staff, regardless of protected characteristics, may benefit from the rights outlined in the policy provided they meet the criteria.</p>
<p>14. Can any adverse impact be justified on the grounds of promoting equality of opportunity for a particular group? (For example, the proposal may be deliberately designed to promote equality for disabled people but may run the risk of this being at the expense of non-disabled people which is permissible under law).</p>	<p>Y</p>	<p>N</p>	<p>This policy is designed to impact without detriment or favour on all groups. It is strongly recommended however that appropriate monitoring mechanisms are put in place that can provide evidence that staff are exercising their right to Paternity Leave.</p>