



Edinburgh Napier University

Equality Impact Assessment

Edinburgh Napier University – Equality Impact Assessment

| | | | |
|--|--|--|--|
| <i>School/Service Area</i> | <i>Date of Assessment</i> | <i>Name of the proposal to be assessed</i> | <i>Person responsible for the assessment</i> |
| <i>Who was present at the EIA?</i> | <i>Is this a new or existing proposal?</i> | | <i>When will this proposal be reviewed?</i> |
| 1. Briefly describe the aims, objectives and purpose of the proposal. | | | |
| 2. Who is intended to benefit from the proposal and in what way? | | | |
| 3. What outcomes are wanted from this proposal? | | | |
| 4. What have you consulted about this proposal including those from protected groups? What were their views? | | | |

| | | | |
|---|----------|----------|---|
| 5. Does this proposal have a positive impact on equality? What evidence is there to support this? Could it do more? | | | |
| 6. What factors/forces could contribute/detract from the outcomes? | | | |
| 7. Is it likely that the proposal could have a positive or negative impact on minority ethnic groups? What evidence (either presumed or otherwise) do you have for this? | Y | N | Please describe any issues, the impact and evidence for these (positive and negative) and any actions you will take to reduce or eliminate negative impact. If this has a positive impact, how will you promote, develop or utilise this opportunity? |
| 8. Is it likely that the proposal could have a positive or negative impact due to gender (including pregnancy and maternity)? What evidence (either presumed or otherwise) do you have for this? | Y | N | Please describe any issues, the impact and evidence for these (positive and negative) and any actions you will take to reduce or eliminate negative impact. If this has a positive impact, how will you promote, develop or utilise this opportunity? |
| 9. Is it likely that the proposal could have a positive or negative impact due to disability? What evidence (either presumed or otherwise) do you have for this? | Y | N | Please describe any issues, the impact and evidence for these (positive and negative) and any actions you will take to reduce or eliminate negative impact. If this has a positive impact, how will you promote, develop or utilise this opportunity? |
| 10. Is it likely that the proposal could have a positive or negative impact on people due to sexual orientation? What evidence (either presumed or otherwise) do you have for this? | Y | N | Please describe any issues, the impact and evidence for these (positive and negative) and any actions you will take to reduce or eliminate negative impact. If this has a positive impact, how will you promote, develop or utilise this opportunity? |

| | | | |
|---|----------|----------|---|
| 11. Is it likely that the proposal could have a positive or negative impact on people due to their age? What evidence (either presumed or otherwise) do you have for this? | Y | N | Please describe any issues, the impact and evidence for these (positive and negative) and any actions you will take to reduce or eliminate negative impact. If this has a positive impact, how will you promote, develop or utilise this opportunity? |
| 12. Is it likely that the proposal could 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? | Y | N | Please describe any issues, the impact and evidence for these (positive and negative) and any actions you will take to reduce or eliminate negative impact. If this has a positive impact, how will you promote, develop or utilise this opportunity? |
| 13. Is it likely that the proposal could have a positive or negative impact on people with dependants/caring responsibilities? What evidence (either presumed or otherwise) do you have for this? | Y | N | Please describe any issues, the impact and evidence for these (positive and negative) and any actions you will take to reduce or eliminate negative impact. If this has a positive impact, how will you promote, develop or utilise this opportunity? |
| 14. Is it likely that the proposal could 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? | Y | N | Please describe any issues, the impact and evidence for these (positive and negative) and any actions you will take to reduce or eliminate negative impact. If this has a positive impact, how will you promote, develop or utilise this opportunity? |
| 15. Is it likely that the proposal could 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? | Y | N | Please describe any issues, the impact and evidence for these (positive and negative) and any actions you will take to reduce or eliminate negative impact. If this has a positive impact, how will you promote, develop or utilise this opportunity? |

| | | | |
|---|--|--|--|
| <p>16. How will you monitor the actual impact that your proposal has had following its implementation? When will you do this?</p> | | | |
| <p>17. Summary. Summarise the outcome of this Equality Assessment, and state any actions you will be taking as a result.</p> | | | |