

REF – 12 March 2013

## **Equality Impact Assessment Template**

**Once completed, please email to the Secretary of the Equal Opportunity Committee.**

This template uses the term 'policy' to apply refer to a policy, strategy, service – the initiative that is being assessed. It is a Word document to enable the table to be expanded to fit your text.



What outcomes are wanted by this policy?

to monitor implementation of the Equality Code of Practice at a more local level and report back any concerns to the Deputy Principal.

The intention of the policy is to secure the following outcomes:

That the processes concerned with the selection of staff for inclusion in REF submissions are transparent..

That the policy in respect of staff selection is consistent and applied uniformly across QMU.

### Section 3 - Projected Equality Groups

This session aims to look at what the policy impact may be on each of the groups.

Have you included stakeholders in this EQIA? If yes, please detail.

Yes  
Professor Jim Scobbie – researcher, UoA Lead and Chair of the QMU REF Strategy Group

In which of the following equality areas are there concerns that the policy could have a differential impact?

Race	X	<p>We continue to acknowledge that we have under representation for disability – we are undertaking a staff survey in an attempt to address this.</p> <p>We are monitoring to keep under continuous review. Established monthly one:one support via meetings with the UoA Lead, REF Manager and REF Strategy Group Chair to monitor implementation of the Equality Code of Practice at a local level and in line with individual panel criteria.</p>
Carers	X	<p>We don't routinely collect data on Sexual Orientation, Religion or Carers. Data will be monitored via staff disclosure/complex circumstances forms.</p> <p>We are monitoring to keep under continuous review. Established monthly one:one support via meetings with the UoA Lead, REF Manager and REF Strategy Group Chair to monitor implementation of the Equality Code of Practice at a local level and in line with individual panel criteria.</p>
Age	X	<p>We are monitoring to keep under continuous review. Established monthly one:one support via meetings with the UoA Lead, REF Manager and REF Strategy Group Chair to monitor implementation of the Equality Code of Practice at a local level and in line with individual panel criteria.</p>
Sexual Orientation	X	<p>We are monitoring to keep under continuous review. Established monthly one:one support via meetings with the UoA Lead, REF Manager and REF Strategy Group Chair to monitor implementation of the Equality Code of Practice at a local level and in line with individual panel criteria.</p>
Religion, Belief	X	<p>We are monitoring to keep under continuous review. Established monthly one:one support via meetings with the UoA Lead, REF Manager and REF Strategy Group Chair to monitor implementation of the Equality Code of Practice at a local level and in line with individual panel criteria.</p>
Transgender, Transsexual		

Additional Notes

Meeting scheduled to review protected characteristics –