**Equality Impact Assessment** v.2.2 10-3-17

**Aberystwyth University**

The University is required to demonstrate that it has given ‘due regard’ to the potential impact of all of its policies, procedures and practices and decisions on the ‘protected characteristics’ identified under the Equality Act 2010, with regard to prospective students, students, staff, and other visitors to the University.

**Help and Advice**

Help and advice on undertaking an EIA in general can be found in the accompanying EqIA Guidance Notes (10/03/2017). Training sessions can be arranged by e-mailing equstaff@aber.ac.uk.

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| **A.** Policy/Practice (name or brief description):  |
| **B.** Reason for Equality Impact Asessment (delete as applicable): Proposed new policy/ procedure /practice Proposed change to an existing policy/ procedure /practiceUndertaking a review of an existing policy/ procedure /practice Other (please state):  |
| **C.** Person(s) responsible for the policy area, procedure or practice: Department: Name(s):  Job title(s):  |
| **D.** Protected GroupsTo which equality groups is the policy/ procedure / practice relevant? (delete any that are not relevant):* Age
* Disability
* Race (including ethnicity and nationality)
* Religion or belief
* Welsh Language - (level of fluency)
 | D. continued, Protected Groups* Sex (legal ID)
* Sexual orientation
* Gender identity / reassignment
* Pregnancy and maternity (including parental leave and adoption)
* Marriage or civil partnership
* Part / full time working
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| Policy / Procedure / Practice:  |  | Date last reviewed: |  |
| Protected groups affected :  | Evidence considered : | No changesrequired | Potential adverseeffects  | Mitigation possible? | If yes, outline mitigation (or refer to separate action plan if extensive) | If no, further in depth Equality Impact Audit to be carried out by: |
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Review carried out by (signed) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

OUTCOME (e.g. Revision goes ahead, Policy introduced, Policy re-assessed in 1 year, etc.) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Which Committee / Group / Senior Manager needs to be informed or further approval requested (as appropriate)?

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How will result be communicated and to which groups ? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Follow up / monitoring by ? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ When ? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_