



## Equality Impact Assessment

Assessment point	Answer
<b>Policy or practice being assessed</b>	School of Medicine Student Equality and Diversity Strategy
<b>Faculty/Area/Department responsible for policy or practice</b>	Faculty of Medicine and Health Sciences: School of Medicine: Education Centre
<b>Name of process owner carrying out the assessment</b>	Dr Steven Agius
<b>Is this is a new policy or practice?</b>	No
<b>Date of this assessment/review</b>	2 <sup>nd</sup> August 2021
<b>Date EIA will next be reviewed</b>	July 2022
<b>Has the Equality Analysis Resources Hub been accessed in order to complete this EIA?</b>	Yes

### About the policy or practice

Assessment query	Assessment answer
<b>What is the purpose of this policy or practice?</b>	To enable the School of Medicine to embrace the University's mission, vision and guiding principles, and embody the public sector duties set out in the Equality Act 2010. In particular, the policy will inform and guide the following key objectives: 1. Students do not experience harassment or victimisation in the course of their studies at the University. 2. The design, operation and outcomes of policies and processes do not unlawfully discriminate on the grounds of any protected characteristic. 3. The University has a balanced, sustainable, appropriately diverse workforce and student population. 4. There is an inclusive, respectful culture where all staff and students can participate and contribute effectively.



<b>Assessment query</b>	<b>Assessment answer</b>
<b>How will the policy or practice achieve this?</b>	<p>The University is subject to the equality duty of the Equality Act 2010. Those subject to the duty must, in the exercise of their functions, have due regard to the need to meet the three arms of the general equality duty. The policy will enable the School of Medicine to comply with the Act and the three arms of the general equality duty by driving implementation and monitoring of the four key objectives and related enablers.</p>
<b>Who will benefit from this, and how?</b>	<p>The community of the School of Medicine will benefit by enabling a culture to flourish, with particular regard to the following principles:</p> <p>Appreciating diversity: The policy will be used to facilitate understanding of others' opinions, beliefs and cultures. Respect and tolerance will characterise the conduct of our relationships with each other and with other organisations and communities.</p> <p>Equality of access and opportunity: The policy will endorse the aim of widening participation in higher education, and value the benefits of diversity in our staff and student communities.</p> <p>Staff and student support: The policy will enshrine duty of care to all staff and students and will provide them with high quality support to facilitate the development of their intellectual, emotional, physical and spiritual wellbeing.</p> <p>Transparency: The policy will enable the School of Medicine to be clear and open about what we do and why, and value the views of the whole University community.</p>



Assessment query	Assessment answer
<b>Are there any aligned activities or objectives associated with this policy or practice?</b>	EDI-related activities and objectives as documented in the policy permeate every aspect of School of Medicine and wider University life. A rolling programme encompasses the following four overarching categories of enablers: People & Organisation; Internal & External collaboration; Marketing & Communication; Organisation & Processes.

### Evidence used in decision-making

Assessment point	Answer
<b>Statistical context: Did you use internal data sources or resources?</b>  <b>Did you use external data sources referring to the higher education sector or national figures/trends? If so, please give details</b>	Annual admissions and assessment data produced by the School of Medicine. Related university, faculty and school bodies undertaking EDI activity.
<b>Historical context: Did you use any previous consultations, EIAs and/or outcomes of similar projects? If so, please give details.</b>	University of Nottingham EDI strategy
<b>Legal context: Did you use equality law, legal precedent and/or case studies? If so, please give details.</b>	Equality Act 2010.
<b>Consultation: Did you use qualitative data and evidence based on lived experience? If so, who did you consult with and how?</b>	Ongoing consultation scheduled throughout 2021/22, working with EDI activity leads across the Education Centre, to capture the student and staff lived experience, as part of the newly established pillars of activity overseen by The People Committee.



## Action Plan

Protected characteristic	Positive impact identified	Negative impact identified	Action: Give details about the issues identified and what SMART actions you will take
<b>Age</b>			
<b>Disability</b>			
<b>Ethnicity</b>			
<b>Gender identity: Sex</b>			
<b>Gender identity: Trans</b>			
<b>Sexual orientation</b>			
<b>Religion and belief</b>			
<b>Pregnancy and maternity</b>			
<b>Marriage/Civil partnership</b>			

Assessment point	Answer
Are there significant differences between groups that could amount to discrimination? <b>If so, action must be taken to rectify this – see section 5 and 6 of accompanying guidance</b>	The aims of this overarching EDI policy, and the activities which flow from it, are designed for the express purpose of enabling the identification of differences between groups and addressing discrimination wherever identified.
Are there additional opportunities to promote equality that have been identified? <b>If so, action should be taken to incorporate these – see section 4 of accompanying guidance</b>	EDI should be a continuing process and, in line with the University strategy, new opportunities to promote equality are always being identified, which will fall within the broad scope of this policy and the work of The People Committee and other related bodies.



## Evaluation and monitoring

Assessment point	Answer
<b>Decision taken on policy or practice</b>	Continue the policy without changes, date set for review
<b>How will the policy be stored, reviewed and monitored?</b>	The policy will be actively monitored by the EDI lead for the Medical Education Centre, including in consultation with the SOM People Committee, with a review set for July 2022.
<b>Signed (process owner)</b>	 A handwritten signature in black ink, appearing to read 'H' and 'a'.