

Full Equality Impact Assessment Form

Equality Relevance High ☐ Medium ☒ Low ☐

1. Name of the policy or practice?

Disability Equality Scheme

2. What is the aim, objective or purpose of the policy practice?

The Disability Equality Scheme is UWE's umbrella disability equality policy and key objectives. The scheme aims to develop and promote disability equality across the UWE community and to ensure the organisation complies with the existing specific duties and legislation.

The Scheme also helps UWE to meet the commitment of the Learning Teaching and Assessment Strategy, which states: "We will strive to ensure that all our programmes of study are available to and accessible to all those who can benefit from it irrespective of their race, gender, ethnicity, disability and social backgrounds. We will achieve this through the annual monitoring of student entry to our programmes from equality groups; the inclusion of equality promotion in our recruitment material and related documents; curriculum development and delivery that positively takes full account of equality and diversity issues; and the provision of a range of high quality student support services that cater for students with diverse needs."

3. Who is responsible for developing the policy?

The scheme has been developed under the auspices of the Disability Equality Scheme Steering Group, chaired by Prof Ron Ritchie, Assistant Vice Chancellor for Partnership, Diversity and Civic Engagement, UWE Equality and Diversity Champion in partnership with UWE Students' Union (UWESU) to ensure that disabled students were consulted and involved in the development and delivery of the Scheme and Action Plan.

4. Who is responsible for implementing the policy?

Equality management group

5. Who is the policy intended to benefit?

Students, Staff & visitors

6. What is intended to be achieved by the policy?

Safe guarding of the student staff experience.
Ensuring the needs of all disabled people interacting with the university – employment, volunteering, teaching & learning.

7. How will you know if this policy has been successful?

Improved attainment for disabled students.
Improved disabled staff & student experience rating.
Reduction in complaints, grievances, reported levels of harassment & bullying from disabled students, staff & visitors.

8. Do the following equality groups have different needs, experiences, issues and priorities in relation to the intended outcomes of this policy? Please give information/ evidence to support your answer.

	Yes	No	Not known – Do you need to generate sources of information?
Women, men, transgendered people		The collected research suggests there are no specific needs relating to women, men or trans staff or students regarding disability issues.	
Black and minority ethnic groups			There may be a need to do some additional work around the needs of international students regarding the issue of stress.
Disabled people		The scheme is designed to reflect the needs of disabled people across the UWE community.	
Younger or older people		The scheme is designed to reflect the needs of disabled people across the UWE community.	
People of different religion and beliefs		The collected research suggests there are no specific needs relating to people of different religion & beliefs regarding disability issues.	
Lesbian, gay and bisexual people		The collected research suggests there are no specific needs relating to LGB people regarding disability issues.	

9. Is there potentially adverse impact on the following equality groups as a result of this policy? Please give information/ evidence to support your answer.

	Yes	No	Not known - Do you need to generate sources of information?
Women, men, transgendered people		No evidence to suggest a negative impact	
Black and minority ethnic groups			There is no evidence to suggest that the scheme will adversely affect BME groups, however, there may be a need to explore through ongoing dialogue and engagement whether disabled international students have been accurately reflected in the objectives, priorities & actions of the scheme.
Disabled people		No evidence to suggest a negative impact	
Younger or older people		No evidence to suggest a negative impact	
People of different religion and beliefs		No evidence to suggest a negative impact	
Lesbian, gay, bisexual people		No evidence to suggest a negative impact	

10. Is the policy designed or does it have the potential to promote equality for particular groups or good relations between groups? If so, how?

Yes. This scheme is designed to challenge and tackle discriminatory practice in for students and staff across the university. It is also designed to remove the barriers that disabled staff & students face to participate in the activities across the UWE community.

11. Do you need to carry out a formal/informal consultation internally or externally at this stage? Who you need to consult?

Extensive formal consultation took place in the development of the scheme. please see attached appendix. The development of the scheme also reflected a wide range of student and staff data collected from various local research and surveys. Further, the scheme consulted external organisations to gain a wider understanding of the disability agenda to ensure the scheme is fit for purpose.

nonetheless, this EIA will be posted online for all UWE stakeholders to comment.

12. What method or mechanism would be best suited for this consultation?

Online posting of the EIA.

Also, the scheme will be reviewed in twelve months time as part of the wider work on the single equality scheme.

13. What action could be taken to mitigate any negative impacts identified or is there an opportunity to take steps to address different needs or promote equality of opportunity more effectively? If yes, please comment and complete action plan.

No negative impacts have been identified, however, it is the intention of the scheme and this EIA that on going dialogue with people with a protected characteristic inform and influence the delivery of the scheme. please see action plan for further details.

14. Who will be responsible for monitoring the implementation of the action plan?

E&D Manager

15. Please outline how you have revised the policy (if necessary) in the light of the Equality Impact Assessment . If no change is to take place please give reasons.

No change to the scheme. however, further monitoring of the scheme's implementation on-going engagement of UWE stakeholders may result in changes.

16. Please indicate when you think this policy/practice should be reviewed next:

April 2012

Equality Impact assessment completed by:

Name	Andrew McLean
Post title	E&D manager (maternity)
Faculty / service	HR
Date	17/03/11

Please return this form to the Equality and Diversity Unit. The equality and diversity unit will provide feedback and will publish the final document.

ACTION PLAN – Name of Policy Disability Equality Scheme..... Service/Faculty HR.....

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
Information/data required	Up to date break down of disabled people by all protected characteristics	E&D manager	Time	May 2011	Data extracted from database & made available to responsible persons within the scheme's implementation plan.	
Consultation	On going engagement with all staff networks & relevant student societies, EDF, EMG, E&D unit, Student Disability service.	E&D manager	Time	On going	Dialogue taking place, recorded and used to inform the delivery of the EIA & the scheme.	
Monitoring and review arrangements	EIA to be reviewed alongside review of the scheme and the future Single Equality Scheme	E&D manager on behalf of EMG	Time	On going	Updates to future EMG, network/society, specialist UWE services.	
Publication	EIA in development to be posted online	Yukiko Hosomi	Time	March 2011	EIA uploaded	
Other actions						

Please return form to the Equality and Diversity Manager