

## FORM 2

### Equality Impact Assessment

**1. Name of the policy or practice (See page 14)**

IT Services : Rules and code of conduct  
Acceptable use Policy for Students

**2. What is the aim, objective or purpose of the policy / practice? (See page 14)**

To enable students to have a clear understanding of the expectations that the University places on them and the standards they are expected to work in relation to their use of the University's IT systems.

**3. Who is responsible for developing the policy ? (See pages 14-15)**

UWE IT Staff, advised by colleagues in a number of areas including HR, Students Union and Clerk to the Governors.

**4. Who is responsible for implementing the policy? (See page 15)**

IT Services in conjunction with colleagues in Faculties, Student Services and where appropriate the Students Union.  
(Infringements are often handled locally within the Faculty in which they arise with advice and input from IT Services Management.

**5. Who is affected by the policy? (See page 15)**

All students.

**6. Does this policy relate to any other policies? (See page 15)**

Acceptable use policy for Staff.  
Dignity at Work Policy.  
Web Accessibility Policy.  
UWE IT Security Policy.  
Service Level Statement – Operations and Security (Facilities)

**7. Is there any information/evidence to suggest that the following equality groups have different needs, experiences, issues and priorities in relation to the intended outcomes of this policy? Include findings from consultations carried out. (See pages 15-16)**

	<b>Yes Please comment</b>	<b>No</b>	<b>Not known</b>
<b>Women, men, transgendered people</b>	As ITS operate 24 hour PC labs it is possible that Women working at unsociable hours could feel vulnerable in an unsecured environment.		

<b>Black and minority ethnic groups</b>	<p>There are potential language barriers for students who do not have English as a first language because all policies and publications are written in English.</p> <p>There could be issues for students in this category regarding the availability of IT policies in a format available for them to access.</p>		
<b>Disabled people</b>	There could be issues for students with impaired visibility or blindness regarding the availability of IT policies in a format available for them to access.		
<b>Younger or older people</b>	<p>Students from older age groups may be less familiar with the technologies and applications used at UWE and as a result there may be differences in the tolerance of what is perceived to be acceptable behaviour by students from different age groups.</p> <p>e.g. Second Life / YouTube</p>		
<b>People of different faiths and beliefs</b>		X	
<b>Lesbian, gay and bisexual people</b>		X	

**8. Is the policy designed to promote equality for particular groups or good relations between groups? If so, which? (See page 16)**

This policy is designed to promote acceptable use of IT systems and applications to ensure that the interests of all students regardless of their group are protected and any detrimental or offensive behavior is handled appropriately.

The policy recognizes that students within these groups use technology as a way of raising awareness and as a mechanism for networking within their particular group, including the use of social networking sites such as Face Book™ or the Student Union's own web site for groups such as Out LGBTx.

In this context it is designed to promote good relations between all groups.

**9. Is there any evidence or information to suggest a potentially adverse impact on the following equality groups as a result of this policy? (see pages 16-17)**

	<b>Yes Please comment</b>	<b>No</b>	<b>Not known</b>
<b>Women, men, transgendered people</b>	Please note that physical security within the IT Labs is not part of ITS policy/procedures however is covered by the Service Level Statement – Operations and Security (Facilities)		
<b>Black and minority ethnic groups</b>	The current University policy is to publish material in English and therefore this policy is in line with the wider University context.		
<b>Disabled people</b>	The Disability Resource Centre (Student Services) and the Assisted Technologies Group (Library Services) work with IT Services to ensure that disabled people can interact with our systems and applications where possible.		
<b>Younger or older people</b>		<b>X</b>	
<b>People of different faiths and beliefs</b>		<b>X</b>	
<b>Lesbian, gay, bisexual people</b>		<b>X</b>	

**10. What additional information do you need? How will you get it? (See page17)**

<b>Information</b> None.	<b>Method for collecting information</b>
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**11. Are there any other departments/units/organisations that might want to join you in commissioning new research? (See page 1)**

Use of internet facilities and applications is also governed by the JANET acceptable use policies, changes to those policies would be communicated to us via the SWERN organization.

## 12. Immediate amendment or revision of policy

- a) Is there an opportunity to take steps to prevent discrimination, address different needs or promote equality of opportunity more effectively by immediately altering the policy/practice, or by working with others? If yes, please comment and complete action plan. (see page 18)

No.

## 13. Consultation

- a) Do you need to carry out a formal/informal consultation internally or externally at this stage? (See pages 18-19)

Give details

No.

- b) Are there other departments/units/organisations that might want to join you in commissioning new consultation?

Give details

Yes. We could liaise with the Assistive Technologies Group in Library Services to establish if access to this policy is problematic for disabled people.

## 14. Please outline how you will revise the policy (if necessary) in the light of the consultation. If no change is to take place please give reasons. (See page 20)

Probably no policy change, however the practices in relation to availability of additional services/equipment for disabled people should be reviewed.

## 15. How will you monitor the policy to ensure that it delivers the required outcomes on equality and diversity? (See pages 20-21)

The policy is reviewed on an annual basis in line with revisions of the student and staff handbook in line with regular and constant changes in technology.

## 16. Please indicate when you think this policy/practice should be reviewed next: (See pages 20-21)

December 2009

**Equality Impact assessment completed by:**

Name	Lee Norris
Post title	Senior Project Manager
Faculty / service	IT Services
Date	02/12/08

**Confirmed by:**

Name	Steve Grive
Post title	Director of IT Services
Faculty / service	IT Services
Date	02/12/08

Please return this form to the Equality and Diversity Manager.

**ACTION PLAN – Name of Policy .....** **Service/Faculty.....**

<b>Issues</b>	<b>Actions required</b>	<b>Responsible Person</b>	<b>Resources required</b>	<b>Target date</b>	<b>Success Indicators</b>	<b>What progress has been made?</b>
Information/data required						
Consultation						
Monitoring and review arrangements						
Publication						
Other actions						

Please return form to the Equality and Diversity Manager