

FORM 2 Equality Impact Assessment

1. Name of the policy or practice (see page14)

Web Accessibility Policy

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

To make the University's web resources available to as wide an audience as possible, consistent with legal requirements within the resources available to the University.

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

Web Management Group

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

Anyone who is responsible for publishing web content on behalf of the University. This includes staff employed by the University and those contracted to provide these types of services.

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

Those responsible for implementing the policy and anyone who uses the University's web site.

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

There are a number of documents that provide guidance about how to implement the policy and its detail and operation. Collectively these documents are known as the Web Standards Handbook and this is available through the UWE web site at <http://info.uwe.ac.uk/standards/web/> .

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)

	Yes Please comment	No	Not known
Women, men, transgendered people		X	
Black and minority ethnic groups		X	
Disabled people	People with visual impairments may have difficulty accessing web pages with Text		

	<p>Readers and other assistive technologies if the pages do not meet specific standards for the structure of the HTML language upon which they are based.</p> <p>Users with dyslexia may have an inferior experience of the web content if inadequate contrast options are available.</p> <p>Those who have difficulty using devices such as a mouse and keyboard may experience problems accessing content where the content of the page requires fine motor control over small areas of the screen and therefore allowing the content size to be enlarged can influence their use of the content.</p> <p>There are models of best practice which can have significant impact on whether users within this group can make full use of the resources available on the web pages described below.</p>		
Younger or older people		X	
People of different faiths and beliefs		X	
Lesbian, gay and bisexual people		X	

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

Yes – this policy is specifically designed to promote equality of access to the University’s web content.

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)

	Yes Please comment	No	Not known
Women, men, transgendered people		X	
Black and minority ethnic groups		X	
Disabled people	<p>The University has used external consultancy to review its web content and standards and whose advice has been acted upon.</p> <p>The accessibility policy is based upon the British Standards Institute/Disability Rights Commission publically available specification 2006:78.</p>	X	
Younger or older people		X	
People of different faiths and beliefs		X	
Lesbian, gay, bisexual people		X	

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

Information	Method for collecting information
Updated standards due to be published by the International Web Accessibility Initiative Part of the W3C (world wide web consortium)	This will be available on the Web in due course and we will review implications when it is available.

11. Are there any other departments/units/organisations that might want to join you in commissioning new research? (See page 18)

Assistive Technologies Group and the Disability Resource Centre

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)

None.

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

There is a Web Accessibility Group which reports to the Web Management Group for this purpose. These groups meet on an as required basis.

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

Give details

None.

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)

Impacts upon the Policy and its EIA will be reviewed as part of the business of the groups named in section 13a above.

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

As above.

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

December 2009 or in response to new guidelines and/or legislation.

Equality Impact assessment completed by:

Name	Lee Norris
Post title	Senior Project Manager
Faculty / service	IT Services
Date	03/12/2008

Confirmed by:

Name	Steve Grive and Richard Egan
Post title	Director of IT Services/ Academic Technologies Manager
Faculty / service	IT Services
Date	03/12/2008

Please return this form to the Equality and Diversity Manager.

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

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

Please return form to the Equality and Diversity Manager