

## SQA EQUALITY IMPACT ASSESSMENT

Please read the [Equality and Human Rights Commission Guidance on assessing impact](#).

### 1. Name of policy/procedure/proposal/project/decision\*

\*Referred to as 'policy' hereafter.

<b>POLICY NAME</b>	SQA Environmental Management Policy
<b>VERSION NUMBER</b>	5.0
<b>POLICY AUTHOR</b>	Allan Dunbar
<b>POLICY OWNER</b>	Jacqui Faulds
<b>BUSINESS AREA OWNER</b>	Facilities Management
<b>POLICY EFFECTIVE FROM</b>	08 June 2021
<b>POLICY REVIEW DATE</b>	31 January 2024
<b>NEW/REVISED POLICY</b>	Revised

### 2. What is main purpose of the policy?

To outline the responsibilities of managers and staff in the achievement of environmental initiatives and targets.

### 3. What information, and evidence, is being used to evaluate the impact of this policy on people who share protected characteristics?

Environmental statistics, Environmental Working Group feedback. Feedback from unions and staff networks.

## PUBLIC SECTOR EQUALITY DUTY

SQA is required to have ‘due regard’ to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

This section provides the opportunity to capture how the policy will contribute towards the three aims of the general equality duty, and to consider if there is anything more we need to do to meet our responsibilities.

**4. How might this policy impact on people who share protected characteristics? Please consider positive or negative impact. (At the beginning of the process you may want to record perceived impact – ongoing monitoring of the policy will allow you to measure the actual impact of the policy)**

Protected Characteristic	Neutral impact	Positive impact	Negative impact	Please provide more information
Age	✓			
Disability	✓			
Marriage/civil partnership	✓			
Race	✓			
Religion/belief/non-belief	✓			
Sexual orientation	✓			
Gender re-assignment (gender identity and transgender)	✓			
Pregnancy/maternity	✓			
Sex	✓			
Care experience (where relevant)	✓			

**5. What arrangements could be implemented to reduce or mitigate any potential adverse or negative impacts identified above?**

N/A

General Equality Duty: eliminate discrimination, advance equality; foster good relations

**6. If you are proceeding with a decision that may have a negative impact despite the mitigatory arrangements identified in Step 5, are you satisfied that this is objectively justified, ie a proportionate means of achieving a legitimate aim? Please provide explanatory details.**

N/A

**7. Could this policy be revised or changed to better meet the general equality duty?**

No

**8. Has there been consultation/is consultation planned with people who will be affected by this policy/procedure/project/decision? Please detail below how this has affected your decision making.**

Consultation with SQA's Environmental Working Group.

**9. How will this policy be monitored and evaluated?**

Any suggestions, feedback or concerns raised will be noted and considered for revisions to the policy.