

Equality Impact Assessment (supporting guidance available)

Action Plan

This section is completed at the end of the Equality Impact Assessment. Due to the importance of embedding equality in SQA through our actions the Action Plan will be the focus and record of ongoing actions.

Agreed Schedule Review Date	9 December 2024	Additional Schedule Review Date	
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Explain how you will monitor and record the actual impact on equality groups, including how the evidence can be revisited to measure the actual impact.

Required Actions	Owner	Date	Comment & Review
Actions taken to monitor the implementation of policy and the impact on equality groups (evidence and consultation)			[ONGOING RECORD]
[LIST]			

Identified Actions	General Equality Duty	Owner	Date	Comment & Review
[LIST]	[CROSS REFERENCE]			

Policy Aims

Name of Policy or practice	Qualification Committee’s consultative role in the development and review of SQA validated qualifications, assessments, and standard setting processes.
New Policy or Revision	Revision
Name of Policy Owner	Research and Policy Manager, Policy NQ
Date Policy Owner Confirmed Completion	9 December 2021

What is the rationale for this policy or practice?

The policy sets out the circumstances relating to the development of new and revised SQA validated qualifications, assessments, and standard setting processes in which the Qualifications Committee should be consulted as an aspect of governance.

What evidence is there to support the implementation or development of this policy or practice?

This is a procedural policy that ensures that SQA's Qualification Committee is consulted on the development of new and revised SQA validated qualifications, assessments, and standard setting processes as an aspect of governance.

What are the aims of this policy or practice?

To set out the circumstances in which the Qualifications Committee should be consulted on the development of new and revised SQA validated qualifications, assessments, and starting-setting processes as an aspect of governance.

How is the content of these aims relevant to equality groups?

The Qualifications Committee provides strategic, policy and technical advice to the Board and senior officers on SQA's qualifications and their assessment, quality assurance and awarding systems. It also oversees the work of SQA in developing qualifications that meet the needs of candidates, centres, and employers, now and into the future. The range of experience of the Committee membership ensures there is a diverse idea set.

Evidence, Consultation and Engagement

What stakeholders have you engaged with in the development of this policy or practice?
As a procedural policy this has been engaged on internally.

What evidence about equality groups do you have to support this assessment?	
All protected characteristics	The Qualifications Committee provides strategic, policy and technical advice to the Board and senior officers on SQA's qualifications and their assessment, quality assurance and awarding systems. It also oversees the work of SQA in developing qualifications that meet the needs of candidates, centres, and employers, now and into the future. The range of experience of the Committee membership ensures there is a diverse idea set.

Impact and Opportunities for Action

The impact that a policy or practice has on an equality group may be different and this requires to be recorded. The impact may not always be negative. Actions are taken to address any differential impact, and include actions to mitigate against any negative impact, to advance equality and to foster good relations between groups.

Each section contains questions for each equality group. These questions are here to support consideration; however, you can provide further detail. Focus initially on the equality groups that would be affected by this policy. If you do not consider that certain equality groups would be affected by this policy, you may leave these sections.

Protected Characteristic	General Equality Duty
Age	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	No impacts have been identified
	Advance equality of opportunity
	No impacts have been identified
	Foster good relations
Protected Characteristic	General Equality Duty
Disability	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010

	No impacts have been identified
	Advance equality of opportunity
	No impacts have been identified
	Foster good relations
	No impacts have been identified
Protected Characteristic	General Equality Duty
Race	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	No impacts have been identified.
	Advance equality of opportunity
	No impacts have been identified
	Foster good relations
	No impacts have been identified
Protected Characteristic	General Equality Duty
Religion or Belief	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	No impacts have been identified.
	Advance equality of opportunity
	No impacts have been identified
	Foster good relations
	No impacts have been identified

Protected Characteristic	General Equality Duty
Sex	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	No impacts have been identified
	Advance equality of opportunity
	No impacts have been identified
	Foster good relations
No impacts have been identified	
Protected Characteristic	General Equality Duty
Sexual Orientation	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	No impacts have been identified
	Advance equality of opportunity
	No impacts have been identified
	Foster good relations
No impacts have been identified	
Protected Characteristic	General Equality Duty
Gender Re-assignment	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010

(Gender identity and transgender)	No impacts have been identified
	Advance equality of opportunity
	No impacts have been identified
	Foster good relations
	No impacts have been identified
Protected Characteristic	General Equality Duty
Marriage/Civil Partnership	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	No impacts have been identified.
	Advance equality of opportunity
	No impacts have been identified
	Foster good relations
No impacts have been identified	
Protected Characteristic	General Equality Duty
Pregnancy / Maternity	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	No impacts have been identified
	Advance equality of opportunity
	No impacts have been identified

	Foster good relations
	No impacts have been identified
Considered by SQA	General Equality Duty
Care experience (where relevant)	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	No impacts have been identified
	Advance equality of opportunity
	No impacts have been identified
	Foster good relations
	No impacts have been identified

Rationale

If you are proceeding with a decision that may have a negative impact and are not putting in place actions to mitigate against this, please explain how this is objectively justified.

As a procedural internal policy, no impacts have been identified through the equality impact assessment.