

## 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	By September 2024	Additional Schedule Review Date	By September 2023
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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.

Equality Impact Assessment – Relocation Policy V1.0

<b>Required Actions</b>	<b>Owner</b>	<b>Date</b>	<b>Comment &amp; Review</b>
Review and assess monthly establishment management information packs containing fundamental employment data on SQA employees	People Analytics, Governance & Systems Manager	Commencing monthly from October 2022	
Review on a quarterly basis of employment law, case law and legislative changes, and equalities updates (including reviewing EHRC website).	HR Shared Services Manager	Commencing quarterly from January 2023	
Review and assess feedback on a quarterly basis from joint trade unions (Unite and Unison) through SQA's Joint engagement forum and Policy review group.	HR Shared Services Manager	Commencing quarterly from January 2023	
Review and assess feedback on a quarterly basis from each of SQA's staff community network groups	HR Shared Services Manager	Commencing quarterly from January 2023	
Continue to review and assess on an annual basis SQA's engagement People survey	OD Manager	Commencing annually from October 2023	
Review and assess on an annual basis all SQA employee lifecycle data	People Analytics, Governance & Systems Manager	Commencing annually from January 2024	
Continue to review and assess every 2 years SQA's equality mainstreaming report [next report due May 2023]	People Reward and Equalities Manager	Commencing every 2 years from May 2023	
Continue to review and assess every 2 years SQA's workforce equality monitoring report [next report due May 2023]	People Reward and Equalities Manager	Commencing every 2 years from May 2023	

Equality Impact Assessment – Relocation Policy V1.0

Identified Actions	General Equality Duty	Owner	Date	Comment & Review
<p>Amend page one of the policy to read:</p> <p><i>May be subject to change in line with changes to HMRC Guidelines. Further support may be available to provide specialist accommodation or equipment to meet the needs of SQA employees who have a Disability.</i></p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p>	<p>Reward Advisor, People Reward &amp; Equalities</p>	<p><b>By December 2022</b></p>	

**Policy Aims**

<b>Name of Policy or practice</b>	Relocation Policy
<b>New Policy or Revision</b>	Revision
<b>Name of Policy Owner</b>	People Reward & Equalities Manager
<b>Date Policy Owner Confirmed Completion</b>	Draft

<b>What is the rationale for this policy or practice?</b>
In order to attract, recruit and retain the best talent, SQA may at times have to offer some financial assistance for a colleague to relocate to take up employment with SQA.
<b>What evidence is there to support the implementation or development of this policy or practice?</b>
<p>This policy applies to newly appointed SQA employees who move to take up their post. Employees may be considered for relocation assistance if they meet the eligibility criteria outlined below: -</p> <ul style="list-style-type: none"> <li>• they will be fulfilling a role where recruitment from the local area would not normally provide a sufficient applicant pool for consideration and there is consequently a need to recruit from the national labour market</li> <li>• the initial appointment is for 36 months or longer.</li> </ul> <p><b>For information: a total of five SQA employees have used this policy since 2008 – a very small sample size. No equality data exists e.g. Age, Disability, Sex etc in respect of the above five people – ultimately preventing any form of accurate Equality analysis in respect of the implementation of this policy.</b> A further analysis of national information relating to relocation – including relocation policy Equality Impact Assessments published by different UK organisations remains wholly inconclusive.</p>

**What are the aims of this policy or practice?**

In order to attract, recruit and retain the best available talent, SQA may offer a relocation package to support new colleagues who may have to relocate to take up employment with SQA. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing new colleagues to use the financial support available in the way that will be most helpful to them, in line with HMRC guidelines.

The policy itself is divided into two discrete sections:

**Policy Structure:**

1: Part A – Policy detail.

2: Part B – Procedures for SQA managers / employees to follow.

The following SQA policies are also related to the Relocation Policy:

- ◆ Code of Conduct
- ◆ Discipline Policy
- ◆ Recruitment and Selection Policy
- ◆ Staff Leave Policy
- ◆ Travel and Expenses Policy and Guidance

Equality Impact Assessments for related policies have been undertaken.

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

SQA acknowledges that people who share / do not share, certain Protected Characteristics may, on balance:

- Be less likely to relocate and therefore be able to take advantage of the relocation package. For example, those who are younger may be less financially established and therefore renting property rather than being a homeowner and those who are disabled may be less likely to apply for a role which would require them to relocate.

**The development, implementation and analysis of the effects of this policy are therefore relevant to a small group of people from some Equality groups as they may risk experiencing disproportionate impacts or outcomes.**

**It is important that SQA identifies and takes action to mitigate or remove any disadvantage identified which is the overall purpose of this Equality Impact Assessment.**

## Evidence, Consultation and Engagement

### What stakeholders have you engaged with in the development of this policy or practice?

This policy will be developed in consultation with SQA's recognised Trades Unions, Unite and Unison, who represent all staff throughout the organisation.

In addition, as this is an internal policy, SQA will only consult with internal groups. These include:

- ACE (Appreciate Culture and Ethnicity) Network.
- SQA Disability Network.
- SQA Rainbow Network.
- Women's Network.

**What stakeholders have you engaged with in the development of this policy or practice?**

**Trade Union Consultation Review Group (PRG):**

Members of SQA Human Resources department and trade union representatives from *Unite the Union* and *Unison* meet weekly in SQA via the PRG. This group has been meeting weekly in SQA since July 2020. SQA's trade union representatives are also given statutory time off to attend relevant training, meetings and other information gathering activities as supported in our union framework agreement.

**Evidence of all meeting minutes, actions and consultation undertaken with the PRG group** (including Equality considerations in respect of all policies, activities and functions) is detailed on a dedicated SQA shared resources site.

**Staff Network Consultations:**

In June 2021, we formed a dedicated *Equality Impact Assessment Project Group* (EIAPG) with the aim of reviewing, assessing and providing feedback from staff on all SQA HR policies from Equality perspectives.

The EIAPG group consists of representatives from each of the SQA staff networks listed on the previous page of this document.

**Evidence, feedback and actions from all EIAPG staff network consultations** are recorded on a dedicated SQA *Microsoft Teams* page which was specifically created with the aim of listing potential equality risks that exist in H.R. policies / activities, sharing resources, recording feedback and scheduling future consultation meetings.

The table below details the consultation undertaken.



Equality Impact Assessment – Relocation Policy V1.0

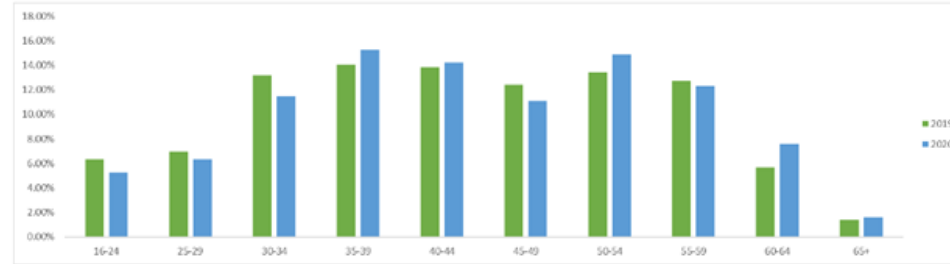
**Evidence of Staff Network Consultation Meetings**

Policy-Name	Review-Date	Women's- Network	(ACE)	Disability-Network	Rainbow-Network
Redeployment	02/08/2021	Yes	Yes	Yes	Yes
Restructure	02/08/2021	Yes		Yes	
Standby-&-Call-Out	23/06/2021		Yes	Yes	Yes
Time-Recording	09/08/2021	Yes	Yes	Yes	Yes
Attendance-Management	16/08/2021	Yes		Yes	Yes
Childcare-Voucher	16/08/2021	Yes		Yes	Yes
Dignity-at-Work	10/08/2021	Yes	Yes	Yes	Yes
Disciplinary	01/06/2021	Yes	Yes	Yes	Yes
Equalities,-Diversity-&-Inclusion	23/08/2021	Yes	Yes	Yes	Yes
Fixed-Term-Workers	23/08/2021	Yes		Yes	Yes
Grievance	29/06/2021	Yes	Yes	Yes	Yes
Improving-Performance	07/09/2021	Yes	Yes	Yes	Yes
Probation	06/09/2021	Yes	Yes	Yes	Yes
Recruitment-&-Selection	06/05/2021	Yes	Yes	Yes	Yes
Secondment	13/09/2021	Yes	Yes	Yes	Yes
Whistleblowing	22/07/2021	Yes	Yes	Yes	Yes
Flexible-Working	18/11/2021	Yes		Yes	Yes
Flexitime	26/10/2021	Yes	Yes	Yes	Yes
Pay	09/12/2021	Yes	Yes	Yes	Yes
TOIL	16/12/2021	Yes	Yes	Yes	Yes
Code-of-Conduct	24/02/2022	Yes	Yes	Yes	Yes
Conflict-of-Interest	10/03/2022	Yes	Yes	Yes	Yes
Pensions-Discretion	29/03/2022	Yes		Yes	Yes
Redundancy	22/03/2022	Yes		Yes	Yes
Relocation	31/03/2022	Yes		Yes	Yes
Retirement	15/03/2022	Yes	Yes	Yes	Yes

**What evidence about equality groups do you have to support this assessment?**

**Age**

Colleagues by age band (as in Table 1.04)



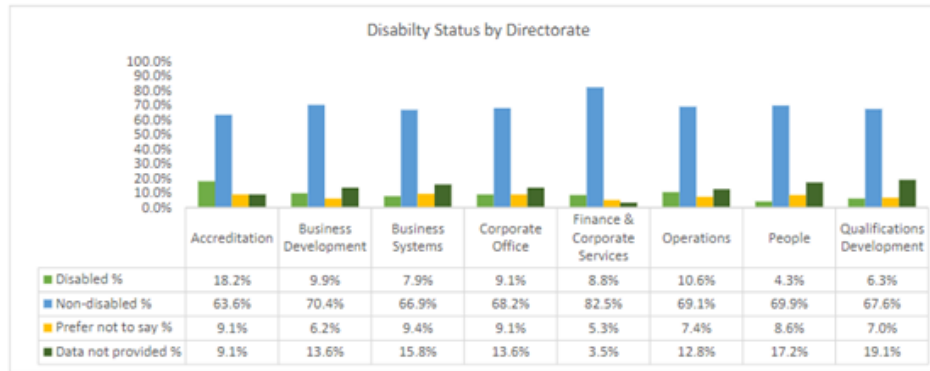
This table (1.04) shows colleagues by age band for 2019 – 2020.

Source: SQA Workforce Equality Monitoring Report 2019-2021

[https://www.sqa.org.uk/sqa/files\\_ccc/workforce-equality-monitoring-report-2019-2021.pdf](https://www.sqa.org.uk/sqa/files_ccc/workforce-equality-monitoring-report-2019-2021.pdf)

**Disability**

**Figure 10: Disability by directorate: all colleagues, grade 1 – EMT**



This table (Figure 10) shows colleague disability status by Directorate for 2020.

Source: SQA Equality Mainstreaming Report 2019-2021

[https://www.sqa.org.uk/sqa/files\\_ccc/sqa-equality-mainstreaming-report-2019-21.pdf](https://www.sqa.org.uk/sqa/files_ccc/sqa-equality-mainstreaming-report-2019-21.pdf)

Race

Figure 12: Ethnicity by directorate — all colleagues, grade one – EMT



The directorate breakdown of ethnicity shows the following:

- The business areas with the largest concentration of ethnic minority colleagues are: Business Systems (7.9% ethnic minority), Qualifications Development (2.9% ethnic minority) and People (2.2% ethnic minority).

This table (Figure 12) shows ethnicity by Directorate for 2020.

Source: SQA Equality Mainstreaming Report 2019-2021

[https://www.sqa.org.uk/sqa/files\\_ccc/sqa-equality-mainstreaming-report-2019-21.pdf](https://www.sqa.org.uk/sqa/files_ccc/sqa-equality-mainstreaming-report-2019-21.pdf)

**Religion or Belief**

Religion or Belief	2019	2020	Variance
<b>Christian</b>	20.69%	29.82%	<b>9.13%</b>
<b>Non-Christian</b>	11.47%	17.28%	<b>5.81%</b>
<b>None</b>	20.69%	29.29%	<b>8.61%</b>
<b>Prefer not to say</b>	3.75%	10.33%	<b>6.58%</b>
<b>Not Provided</b>	43.41%	13.28%	<b>-30.13%</b>
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>	

An improved declaration rate was also shown for this characteristic in 2020. *Christian* and *No Religion* account for nearly 60% of all responses.

This table (1.16) shows colleague religion / belief data for 2019 – 2020 and variance between the two years.

Source: SQA Workforce Equality Monitoring Report 2019-2021

[https://www.sqa.org.uk/sqa/files\\_ccc/workforce-equality-monitoring-report-2019-2021.pdf](https://www.sqa.org.uk/sqa/files_ccc/workforce-equality-monitoring-report-2019-2021.pdf)

**Sex**

Grade	Gender (Sex)					
	Female			Male		
	2019	2020	Variance	2019	2020	Variance
<b>1</b>	83.33%	66.67%	<b>-16.67%</b>	16.67%	33.33%	<b>16.67%</b>
<b>3</b>	65.15%	65.00%	<b>-0.15%</b>	34.85%	35.00%	<b>0.15%</b>
<b>4</b>	63.28%	64.71%	<b>1.43%</b>	36.72%	35.29%	<b>-1.43%</b>
<b>5</b>	58.02%	61.54%	<b>3.51%</b>	41.98%	38.46%	<b>-3.51%</b>
<b>6</b>	69.90%	69.90%		30.10%	30.10%	
<b>7</b>	59.76%	57.89%	<b>-1.86%</b>	40.24%	42.11%	<b>1.86%</b>
<b>8</b>	53.54%	56.34%	<b>2.80%</b>	46.46%	43.66%	<b>-2.80%</b>
<b>HOS</b>	39.39%	40.00%	<b>0.61%</b>	60.61%	60.00%	<b>-0.61%</b>
<b>EMT</b>	57.14%	42.86%		57.14%	42.86%	
<b>Total</b>	<b>61.20%</b>	<b>61.64%</b>	<b>0.44%</b>	<b>38.80%</b>	<b>38.36%</b>	<b>-0.44%</b>

A greater number of SQA employees overall are female - 62% female versus 38% male.

This table (1.02) shows colleague sex by grade for 2019 – 2020 and the variance between the two years.

Source: SQA Workforce Equality Monitoring Report 2019-2021

[https://www.sqa.org.uk/sqa/files\\_ccc/workforce-equality-monitoring-report-2019-2021.pdf](https://www.sqa.org.uk/sqa/files_ccc/workforce-equality-monitoring-report-2019-2021.pdf)

<p><b>Sexual Orientation</b></p>	<table border="1"> <thead> <tr> <th>Sexual Orientation</th> <th>2019</th> <th>2020</th> <th>Variance</th> </tr> </thead> <tbody> <tr> <td>Bisexual</td> <td>0.96%</td> <td>1.26%</td> <td>0.30%</td> </tr> <tr> <td>Gay man</td> <td>1.39%</td> <td>2.11%</td> <td>0.71%</td> </tr> <tr> <td>Gay woman / Lesbian</td> <td>0.96%</td> <td>1.05%</td> <td>0.09%</td> </tr> <tr> <td>Heterosexual/straight</td> <td>46.20%</td> <td>70.60%</td> <td>24.41%</td> </tr> <tr> <td>In another way</td> <td>0.11%</td> <td>0.21%</td> <td>0.10%</td> </tr> <tr> <td>Not sure</td> <td>0.11%</td> <td>0.11%</td> <td>0.00%</td> </tr> <tr> <td>Prefer not to say</td> <td>2.79%</td> <td>8.01%</td> <td>5.22%</td> </tr> <tr> <td>Not Provided</td> <td>47.48%</td> <td>16.65%</td> <td>-30.83%</td> </tr> <tr> <td><b>Total</b></td> <td><b>100.00%</b></td> <td><b>100.00%</b></td> <td></td> </tr> </tbody> </table>	Sexual Orientation	2019	2020	Variance	Bisexual	0.96%	1.26%	0.30%	Gay man	1.39%	2.11%	0.71%	Gay woman / Lesbian	0.96%	1.05%	0.09%	Heterosexual/straight	46.20%	70.60%	24.41%	In another way	0.11%	0.21%	0.10%	Not sure	0.11%	0.11%	0.00%	Prefer not to say	2.79%	8.01%	5.22%	Not Provided	47.48%	16.65%	-30.83%	<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>	
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<p><b>Marriage/Civil Partnership</b></p>	<p><b>Table 1.10: Colleagues by relationship status</b></p> <table border="1"> <thead> <tr> <th>Relationship status</th> <th>2019</th> <th>2020</th> <th>Variance</th> </tr> </thead> <tbody> <tr> <td>Married/Civil Partnership</td> <td>30.01%</td> <td>44.66%</td> <td>14.65%</td> </tr> <tr> <td>Single</td> <td>24.44%</td> <td>35.87%</td> <td>11.44%</td> </tr> <tr> <td>Prefer not to say</td> <td>1.93%</td> <td>5.71%</td> <td>3.79%</td> </tr> <tr> <td>Not Provided</td> <td>43.62%</td> <td>13.76%</td> <td>-29.87%</td> </tr> <tr> <td><b>Total</b></td> <td><b>100.00%</b></td> <td><b>100.00%</b></td> <td></td> </tr> </tbody> </table>	Relationship status	2019	2020	Variance	Married/Civil Partnership	30.01%	44.66%	14.65%	Single	24.44%	35.87%	11.44%	Prefer not to say	1.93%	5.71%	3.79%	Not Provided	43.62%	13.76%	-29.87%	<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>																	
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<b>Pregnancy / Maternity</b>	<b>Colleagues</b>			
	<b>Pregnancy Status</b>	<b>2019</b>	<b>2020</b>	<b>Variance</b>
	<b>Not Pregnant</b>	98.25%	98.95%	<b>0.70%</b>
	<b>Pregnant</b>	1.75%	1.05%	<b>-0.70%</b>
	<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>	
	<p>This table (1.20) shows colleagues by pregnancy / maternity for 2019 – 2020 and the variance between the two years.</p> <p>Source: SQA Workforce Equality Monitoring Report 2019-2021  <a href="https://www.sqa.org.uk/sqa/files_ccc/workforce-equality-monitoring-report-2019-2021.pdf">https://www.sqa.org.uk/sqa/files_ccc/workforce-equality-monitoring-report-2019-2021.pdf</a></p>			
<b>Care experience (where relevant)</b>	SQA does not currently collect Care Experience data.			



### **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
	<p><b>Equality Risks:</b></p> <p>We conclude there is no evidence to suggest that this policy may impact directly on people of different ages and therefore make no further recommendations in this area.</p> <p><b>Neutral equality related impact is therefore recorded in this area.</b></p> <p><i>Advisory Comment: Younger employees who relocate may be less financially established than an older employee. They may therefore be renting property rather than be a homeowner so less able to avail <b>all</b> elements of the relocation package (e.g. solicitors fees, surveys etc).</i></p> <p><i>However, this policy exists to <b>reimburse</b> employees for actual expenses <b>incurred</b>. Typically, people in rented accommodation may not incur certain expenses and will not therefore require reimbursement.</i></p>
	Advance equality of opportunity
	All newly appointed SQA employees who fulfil the required eligibility criteria are entitled to use, access, and of course, be subjected to the relocation policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their age.
	Foster good relations
There is no additional evidence to indicate that this policy currently fosters good relations between people of different ages. No further recommendations in respect of this at this stage.	

Protected Characteristic	General Equality Duty
Disability	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	<p><b>Equality Risks:</b></p> <p>We conclude there is no evidence to suggest that this policy may impact directly on disabled employees and therefore make no further recommendations in this area.</p> <p><b>Neutral equality related impact is therefore recorded in this area.</b></p> <p><i>Advisory Comment: Disabled applicants can find it more difficult to relocate as there may be less availability of homes in the new area that meet their requirements. Increased costs may be incurred during the relocation process due to the additional adaption to a property they may need.</i></p> <p><i>It is therefore recommended that the policy (page one) be reworded as follows:</i></p> <ul style="list-style-type: none"> <li>◆ financial support can be claimed up to a maximum of £8,000*, subject to the expenses qualifying for exemption of reporting and paying tax and national insurance in line with HMRC guidelines.</li> </ul> <p>*May be subject to change in line with changes to HMRC guidelines. <b><u>Further support may be available to provide specialist accommodation or equipment to meet the needs of SQA employees who have a Disability.</u></b></p>
	Advance equality of opportunity
	<p>All SQA employees are entitled to use, access, and of course, be subjected to the <i>Relocation</i> policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their disability.</p>
	Foster good relations
<p>There is no additional evidence to indicate that this policy currently fosters good relations between people with disabilities. No further recommendations in respect of this at this stage.</p>	

Protected Characteristic	General Equality Duty
Race	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	<p><b>Equality Risks:</b></p> <p>We conclude there is no evidence to suggest that this policy may impact directly on people of different ethnicity and therefore make no further recommendations in this area.</p> <p><b>Neutral equality related impact is therefore recorded in this area.</b></p>
	Advance equality of opportunity
	All SQA employees are entitled to use, access, and of course, be subjected to the <i>Relocation</i> policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their ethnicity
	Foster good relations
	There is no additional evidence to indicate that this policy currently fosters good relations between people of different ethnicities. No further recommendations in respect of this at this stage.

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
	<p><b>Equality Risks:</b></p> <p>We conclude there is no evidence to suggest that this policy may impact directly on people of different religions or beliefs and therefore make no further recommendations in this area.</p> <p><b>Neutral equality related impact is therefore recorded in this area.</b></p>
	Advance equality of opportunity
	<p>All newly appointed SQA employees who fulfil the required eligibility criteria are entitled to use, access, and of course, be subjected to the relocation policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their religion or belief.</p>
	Foster good relations
	<p>There is no additional evidence to indicate that this policy currently fosters good relations between people of different religions or beliefs. No further recommendations in respect of this at this stage.</p>

Protected Characteristic	General Equality Duty
Sex	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	<p><b>Equality Risks:</b></p> <p>We conclude there is no evidence to suggest that this policy may impact directly on people of different sexes and therefore make no further recommendations in this area.</p> <p><b>Neutral equality related impact is therefore recorded in this area</b></p>
	Advance equality of opportunity
	<p>All newly appointed SQA employees who fulfil the required eligibility criteria are entitled to use, access, and of course, be subjected to the relocation policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their sex.</p>
	Foster good relations
	<p>There is no additional evidence to indicate that this policy currently fosters good relations between people of different sexes. No further recommendations in respect of this at this stage.</p>

Protected Characteristic	General Equality Duty
Sexual Orientation	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	<p><b>Equality Risks:</b></p> <p>We conclude there is no evidence to suggest that this policy may impact directly on people of different sexual orientations and therefore make no further recommendations in this area.</p> <p><b>Neutral equality related impact is therefore recorded in this area.</b></p>
	Advance equality of opportunity
	<p>All newly appointed SQA employees who fulfil the required eligibility criteria are entitled to use, access, and of course, be subjected to the <i>Relocation</i> policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their sexual orientation.</p>
	Foster good relations
	<p>There is no additional evidence to indicate that this policy currently fosters good relations between people of different sexual orientations. No further recommendations at this stage.</p>

Protected Characteristic	General Equality Duty
<p><b>Gender Re-assignment (Gender identity and transgender)</b></p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p>
	<p><b>Equality Risks:</b></p> <p>We conclude there is no evidence to suggest that this policy may impact directly on people of different gender identities and therefore make no further recommendations in this area.</p> <p><b>Neutral equality related impact is therefore recorded in this area.</b></p>
	<p>Advance equality of opportunity</p>
	<p>All newly appointed SQA employees who fulfil the required eligibility criteria are entitled to use, access, and of course, be subjected to the relocation policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their gender identity.</p>
	<p>Foster good relations</p>
	<p>There is no additional evidence to indicate that this policy currently fosters good relations between people of different gender identities. No further recommendations at this stage.</p>



Protected Characteristic	General Equality Duty
<p><b>Marriage/Civil Partnership</b></p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p>
	<p><b>Equality Risks:</b></p> <p>We conclude there is no evidence to suggest that this policy may impact directly on people of different marital status and therefore make no further recommendations in this area.</p> <p><b>Neutral equality related impact is therefore recorded in this area.</b></p>
	<p>Advance equality of opportunity</p>
	<p>All newly appointed SQA employees who fulfil the required eligibility criteria are entitled to use, access, and of course, be subjected to the relocation policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their marital status.</p>
	<p>Foster good relations</p>
	<p>There is no additional evidence to indicate that this policy currently fosters good relations between people of different marital status. No further recommendations at this stage.</p>

Protected Characteristic	General Equality Duty
<b>Pregnancy / Maternity</b>	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	<p><b>Equality Risks:</b></p> <p>We conclude there is no evidence to suggest that this policy may impact directly on people who are pregnant or on maternity leave and therefore make no further recommendations in this area.</p> <p><b>Neutral equality related impact is therefore recorded in this area</b></p>
	<p style="text-align: center;">Advance equality of opportunity</p>
	<p>All newly appointed SQA employees who fulfil the required eligibility criteria are entitled to use, access, and of course, be subjected to the relocation policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of pregnancy or maternity.</p>
	<p style="text-align: center;">Foster good relations</p>
	<p>There is no additional evidence to indicate that this policy currently fosters good relations between people who are pregnant or on maternity leave. No further recommendations at this stage.</p>

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
	<p>We conclude there is no evidence to suggest that this policy may impact directly on people who are care experienced.</p> <p><b>Neutral equality related impact is therefore recorded in this area</b></p>
	Advance equality of opportunity
	<p>All newly appointed SQA employees who fulfil the required eligibility criteria are entitled to use, access, and of course, be subjected to the relocation policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of being care experienced.</p>
	Foster good relations
	<p>There is no additional evidence to indicate that this policy currently fosters good relations between people who are care experienced. No further recommendations at this stage.</p>

**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.

Not applicable.

## ***Miscellaneous***

**Additionally, the SQA is committed to being a supportive and inclusive employer and is members of and/or accredited by various organisations these include:**

- Disability Confident Employer
- Hidden Disability Sunflower Scheme Member
- Employers Network for Equality & Inclusion Member
- Happy to Talk Flexible Working Employer
- Business in the Community Race at Work Charter Signatory
- Stonewall Diversity Champion
- Dying to Work Charter Member
- Accreditation as a Carer Positive Employer at Engaged Level