

Equality Impact Assessment

Summary

Name Of Policy Or Practice	Restructure
New Policy or Revision	Revised
Policy Owner (role)	Head of Human Resources
Date Policy Owner Confirmed Completion	October 2024
Agreed Schedule Review Date	February 2028

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.

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.

Identified Actions	General Equality Duty	Owner	Date	Comment & Review
No actions identified				

Policy Aims

What is the rationale for this policy or practice?

This policy recognises that restructuring can be essential to maintaining high quality services.

This policy will apply wherever the proposed restructure is expected to reduce the number of jobs and / or change the terms and conditions of roles.

SQA aims to conduct any restructuring in line with their stated three values of:

- Trusted
- Progressive
- Enabling

The principles followed for any staff restructures are:

- Restructuring will be conducted in a fair, consistent and transparent way.
- A restructure is capable of efficiently and effectively delivering SQA's objectives.
- All parties will work collaboratively to get the best outcomes for the business and staff through positive employee relations and information sharing.

The policy details the definition, principles and process to be followed when restructures are taking place in the organisation.

It is also important to note that as part of the Scottish Government's wider Education Reform, SQA is to be replaced by a new qualifications body. Scottish Government announced in June 2023 that this is expected to take place in 2025. The details and arrangements of this process are currently unknown, however, it is likely that this policy will be invoked as part of this activity.

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

As discussed in [Organisation Design | Factsheets | CIPD \(Chartered Institute of Personnel and Development\)](#)

‘Organisations change over time. They may change direction by altering their strategy, goals or purpose to align with a new vision for the future.’

SQA make a commitment to ensure the continued meaningful employment of staff by using redeployment and job-related training opportunities when planning for and implementing change.

This approach recognises insight such as [Impacts of restructuring strategies on organizations \(linkedin.com\)](#) 'employee uncertainty affecting their job security' to be a potentially prominent negative factor when restructuring any organisation.

This policy complies with employment legislation and there is a stated aim to review it every 3 years.

Legislation relating to this policy is directly referenced in the policy as:

- Trade Union and Labour Relations (Consolidation) Act 1992
- Employment Rights Act 1996
- Employment Relations Act 1999
- The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 (SI 2000/1551)
- Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002 (SI 2002/2034)
- Transfer of Undertakings (Protection of Employment) Regulations 2006 (SI 2006/246)
- Equality Act 2010

See Legislation.gov.uk for detail on Acts of Parliament.

This policy is also a result of SQA's commitment to review restructuring processes and policy in partnership with recognised trade unions.

What are the aims of this policy or practice?

SQA aims to conduct restructuring in line with their values [Our values - SQA](#)

SQA define a restructure as:

'A restructure is when proposed changes to an organisational structure are expected to reduce the number of jobs and / or change the terms and conditions of roles.'

The policy aims to explain the process that must be followed during a restructure to ensure due support, approach to communication, job matching, job

selection and other related matters are explained clearly to employees.

The policy is associated with other SQA policies and processes:

- Job Evaluation Guidance
- Learning and Development Policy
- Redeployment Policy
- Redundancy Policy
- Recruitment and Selection Policy
- Pay Policy
- Equality, Diversity & Inclusion Policy

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

National Evidence:

We feel it is important to note here that SQA has a stated commitment to [no compulsory redundancies](#) in line with Scottish public sector pay policy since 2007, which should help alleviate some natural concerns and anxieties for all individuals around the restructuring process.

We recognise and have considered the effect change can have on people generally but concluded that it would specifically impact on individuals with mental health conditions.

We noted that mental health conditions are more prevalent in equality groups – for example people identifying as Lesbian, Gay, Bisexual, Transgender, Questioning ([LGBTQ+](#)) are more than twice as likely to have a mental illness as people who identify as heterosexual.

Additionally, members of the LGBTQ+ community are 2.5 times more likely to experience depression, anxiety, and substance abuse compared to heterosexual people. 31% of older adults in the LGBTQ+ community report depressive symptoms.

(source: <https://thriveworks.com/blog/mental-health-and-illness-statistics-lgbtq>)

[Racism and mental health - Mind](#) and [Health and mental health statistics - Institute of Race Relations \(irr.org.uk\)](#) point towards poor mental health as a factor with race. [Government statistics](#) show that Black / African / Caribbean / Black British people in particular have higher rates of mental illness and are therefore more likely to encounter mental health services. The 2017 [Race Disparity Audit](#) found that Black women are the group most likely to have experienced a common mental disorder such as anxiety or depression and that Black men are the group most likely to have experienced a psychotic disorder.

We do know from sources such as [Full time and part time employment - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://ethnicity-facts-figures.service.gov.uk) that some ethnic minority groups have higher rates of part time workers but considered that the Restructure policy does not differentiate from part and full time workers so conclude that this is not a factor for this EqIA.

Local Evidence:

Up until February 2020, SQA only moved employees from one location to another (Optima site in Glasgow, Lowden site in Dalkeith, Midlothian). However, since the Covid pandemic, SQA has moved to hybrid working ([2024 Hybrid Working Guidance](#)) and therefore conclude that the need to move anyone between work locations will be significantly reduced or no longer required.

It is noted that SQA has not historically reported on restructure impacts by personal characteristics or by ‘Protected Characteristics’.

The introduction in 2022 of SQA’s requirement for a ‘case for change’ document to be within every new organisational change process has been to include an equality impact assessment initiated by the business area conducting the change activity. It identifies the impact of all protected characteristics of staff affected by the forthcoming changes. Any adverse outcomes will be captured, considered, and published on the case for change document. The output is audited by SQA’s internal compliance team. The introduction of this is to ensure we are considering all protected characteristics before any structural change / impacts are made, and to continue to educate the management team involved in the change process.

However, we can analyse the available data set for individuals on the redeployment register.

This addition to process will help understand and, if necessary, mitigate any future risks to equality groups caused by organisational restructure whilst ensuring the organisation remains an inclusive workforce. For all equality groups we advise that data, risks and information gathered in these EqIA’s are used to inform future restructuring activities.

Overall Conclusions from this Equality Impact Assessment:

This policy details the overall principles and associated policies that exist within SQA should restructuring be required for business reasons. It sets out at a strategic (and nonspecific) level how restructuring will be managed in SQA when / if it arises. If any employees are not matched during the restructuring process, they will be subjected to separate SQA policies e.g. *Redeployment* and *Redundancy*.

Overall, we advise that:

- 1: This policy itself, may not require an EqIA for the reasons stated above. This has been completed but inconclusive impact is largely recorded throughout.

2: Any future restructuring proposals in SQA **do however require a comprehensive EqIA** (not initial screening) to identify any equality groups (e.g. *Race, Sex, Disability, Age* etc.) who are at risk. This should be undertaken before and not after the restructuring is implemented.

Finally, because SQA has not historically collected equality profiling data relating to previous restructuring activities, a retrospective equality analysis is not possible due to an absence of available information.

Evidence, Consultation and Engagement

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

This policy has been developed in consultation with SQA's recognised Trades Unions, Unite and Unison, and in line with SQA Recognition Agreement.

In addition, as this is an internal policy, SQA has asked for feedback from internal employee network groups in relation to equality impacts groups. These employee network groups include:

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

Evidence of Stakeholder Engagement:

Trade Union Consultation Review Group (Policy Review Group):

Members of SQA Human Resources department and trade union representatives from *Unite the Union* and *Unison* meet weekly in SQA via the PRG. 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.

	What evidence about equality groups do you have to support this assessment?										
Age	Table 1.1: Age										
	Age bracket	2019 no	2019 %	2020 no	2020 %	2021 no	2021 %	2022 no	2022 %	Variance no	Variance %
	16–24	59	6.32%	50	5.27%	49	4.93%	36	3.47%	-23	-2.85%
	25–29	65	6.97%	60	6.32%	73	7.35%	105	10.14%	40	3.17%
	30–34	123	13.18%	109	11.49%	96	9.67%	95	9.17%	-28	-4.01%
	35–39	131	14.04%	145	15.28%	146	14.70%	144	13.90%	13	-0.14%
	40–44	129	13.83%	135	14.23%	146	14.70%	150	14.48%	21	0.65%
	45–49	116	12.43%	105	11.06%	113	11.38%	124	11.97%	8	-0.46%
	50–54	125	13.40%	141	14.86%	131	13.19%	126	12.16%	1	-1.24%
	55–59	119	12.75%	117	12.33%	122	12.29%	122	11.78%	3	-0.98%
	60–64	53	5.68%	72	7.59%	81	8.16%	102	9.85%	49	4.16%
	65+	13	1.39%	15	1.58%	36	3.63%	32	3.09%	19	1.70%
	Total	933	100.00%	949	100.00%	993	100.00%	1036	100.00%	103	11.04%
Table 1.1 shows the age profile of the organisation from 2019 to 2022											
Source: SQA Workforce Equality Monitoring Report 2021-23											
Equalities: SQA workforce monitoring report 2021-23											

Disability

Table 3.1: Disability

Disability	2019 number	2019 %	2020 number	2020 %	2021 number	2021 %	2022 number	2022 %	Variance number	Variance %
No	417	44.69%	651	68.60%	683	68.78%	697	67.28%	280	22.59%
Not Specified	444	47.59%	152	16.02%	152	15.31%	184	17.76%	-260	-29.83%
Prefer not to say	21	2.25%	68	7.17%	76	7.65%	72	6.95%	51	4.70%
Yes	51	5.47%	78	8.22%	82	8.26%	83	8.01%	32	2.54%
Total	933	100.00%	949	100.00%	993	100.00%	1036	100.00%	103	0.00%

Source: SQA Workforce Equality Monitoring Report 2021-23

[Equalities: SQA workforce monitoring report 2021-23](#)

Table 3.1 shows the composition of the disability self-reporting categories for the period from 2019 to 2022.

Of those staff who have declared a disability, females made up 58.54% (2021) and 53.01% (2022) of the population, and males 41.46% (2021) and 46.99% (2022). Due to the low number of staff declaring a disability within SQA we are unable to publish further intersectional data in relation to disability and other protected characteristics.

Race

Table 7.1: Race

Ethnicity	2019 number	2019%	2020 number	2020%	2021 number	2021%	2022 number	2022%
African, Scottish African or British African	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	<5	<0.48%
Asian, Scottish Asian or British Asian	13	1.39%	20	2.11%	24	2.42%	25	2.41%
Caribbean or Black	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Mixed or multiple ethnic group	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Not specified	383	41.05%	123	12.96%	101	10.17%	122	11.78%
Other ethnic group	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Prefer not to say	10	1.07%	33	3.48%	34	3.42%	30	2.90%
White	523	56.06%	763	80.40%	825	83.08%	849	81.95%

Source: SQA Workforce Equality Monitoring Report 2021-23

[Equalities: SQA workforce monitoring report 2021-23](#)

Table 7.1 shows the ethnic minority background of staff within the organisation for the period from 2019 to 2022

Just under 3.50% staff declared they were from an ethnic minority background in both 2021 (3.32%) and 2022 (3.38%). However, it is encouraging to note that the percentage of staff declaring they are from an ethnic minority background has increased overall by 3.97% between 2019 and 2022. The percentage of staff within each ethnic minority category has remained relatively stable over the last three years.

Religion or Belief

Religion or belief	2019 number	2019%	2020 number	2020%	2021 number	2021%	2022 number	2022%
Another religion or body	< 5	< 0.54%	< 5	< 0.53%	6	0.60%	6	0.58%
Buddhist	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Church of Scotland	91	9.75%	122	12.86%	127	12.79%	125	12.07%
Hindu	< 5	< 0.54%	< 5	< 0.53%	7	0.70%	8	0.77%
Jewish	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Muslim	7	0.75%	11	1.16%	10	1.01%	11	1.06%
None	286	30.65%	421	44.36%	462	46.53%	489	47.20%
Not specified	405	43.41%	126	13.28%	102	10.27%	123	11.87%
Other Christian	26	2.79%	43	4.53%	44	4.43%	44	4.25%
Prefer not to say	35	3.75%	98	10.33%	103	10.37%	103	9.94%
Roman Catholic	76	8.15%	118	12.43%	129	12.99%	123	11.87%
Sikh	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%

Table 8.1 shows the religion, belief or non-belief status of staff within the organisation for the period from 2019 to 2022.

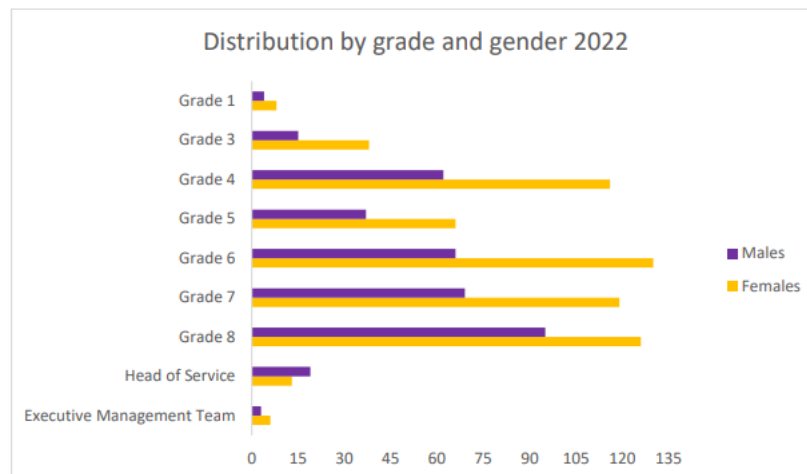
Source: SQA Workforce Equality Monitoring Report 2021-23

[Equalities: SQA workforce monitoring report 2021-23](#)

Sex

Gender

Distribution by grade and gender of SQA grade 1 – EMT



Source: SQA Summary of Equal Pay Audit 2023

[Scottish Qualifications Authority \(sqa.org.uk\)](https://www.sqa.org.uk)

The majority of the 2.9 million lone-parent families in 2022 were headed by a lone mother (2.5 million, 84%)

Source: <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/bulletins/familiesandhouseholds/2022>

59% of unpaid carers are women (Census 2021). Women are more likely to become carers and to provide more hours of unpaid care than men. More women than men provide high intensity care at ages when they would expect to be in paid work (Petrillo and Bennett, 2022)

Source: Carers UK

There are 1.25 million sandwich carers in the UK. These are people caring for an older relative as well as bringing up a family.

68% (850,743) are women.

Source: <https://www.ageuk.org.uk/our-impact/campaigning/care-in-crisis/breaking-point-report/>

Sexual Orientation	Table 10.1: Sexual orientation								
	Sexual Orientation	2019 number	2019%	2020 number	2020%	2021 number	2021%	2022 number	2022%
	Bisexual	9	0.96%	12	1.26%	15	1.51%	16	1.54%
	Gay man	13	1.39%	20	2.11%	21	2.11%	23	2.22%
	Gay woman / lesbian	9	0.96%	10	1.05%	12	1.21%	12	1.16%
	Heterosexual / straight	431	46.20%	670	70.60%	700	70.49%	702	67.76%
	In another way	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
	Not specified	< 5	< 0.54%	< 5	< 0.53%	156	15.71%	189	18.24%
	Not sure	26	2.79%	76	8.01%	< 5	< 0.50%	< 5	< 0.48%
	Prefer not to say	443	47.48%	158	16.65%	84	8.46%	88	8.49%
<hr/>									
Table 10.1 shows the composition of staff sexual orientation within the organisation for the period 2019 to 2022.									
Source: SQA Workforce Equality Monitoring Report 2021-23									
Equalities: SQA workforce monitoring report 2021-23									
Gender Reassignment (Gender identity and transgender)	Due to the low number of staff reporting as transgender or describing their gender identity ‘in another way’, we are unable to publish further data in relation to gender reassignment or gender identity. This data is, however, monitored internally.								

Marriage/Civil Partnership

Table 5.1: Relationship status

Relationship status	2019 number	2019 %	2020 number	2020 %	2021 number	2021 %	2022 number	2022 %
Civil Partnership	7	0.75%	7	0.74%	8	0.81%	9	0.87%
Co-habiting/in a relationship	80	8.57%	112	11.80%	122	12.29%	122	11.78%
Divorced/Dissolved Civil Partnership	14	1.50%	16	1.69%	17	1.71%	19	1.83%
Married	265	28.40%	370	38.99%	425	42.80%	416	40.15%
Married/Civil Partnership	8	0.86%	12	1.26%	14	1.41%	16	1.54%
Not Specified	407	43.62%	179	18.86%	102	10.27%	127	12.26%
Other	< 5	< 0.54%	< 5	< 0.53%	7	0.70%	9	0.87%
Prefer not to say	18	1.93%	49	5.16%	55	5.54%	59	5.69%
Separated	6	0.64%	12	1.26%	12	1.21%	13	1.25%
Single	122	13.08%	183	19.28%	224	22.56%	239	23.07%
Widowed/surviving partner from Civil Partnership	< 5	< 0.54%	6	0.63%	7	0.70%	7	0.68%

Table 5.1 shows the marriage and civil partnership status of staff within the organisation for the period from 2019 to 2022.

Source: SQA Workforce Equality Monitoring Report 2021-23

[Equalities: SQA workforce monitoring report 2021-23](#)

Pregnancy / Maternity

Table 6.1: Pregnancy and maternity

Pregnancy and maternity	2019 number	2019 %	2020 number	2020 %	2021 number	2021 %	2022 number	2022 %
Contract ended as planned					1	3.33%		0.00%
Due to return to work					0	0.00%	11	40.00%
Resigned					0	0.00%	1	4.00%
Returned to work	20	100.00%	10	100.00%	29	96.67%	14	56.00%
Total	20	100.00%	10	100.00%	30	100.00%	26	100.00%

	<p>Table 6.1 details the number of staff who have taken maternity leave, whether they are still on maternity leave (due to return to work), have returned to work following maternity leave, resigned following maternity leave, or their fixed-term contract ended (contract ended as planned).</p> <p>Source: SQA Workforce Equality Monitoring Report 2021-23 Equalities: SQA workforce monitoring report 2021-23</p>
Care experience (where relevant)	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
	Risks of Discrimination: <p>The policy defines the expectations of SQA employees impacted during organisational restructure as defined in the policy.</p> <p>Overall risks of Age discrimination in SQA cannot be accurately identified, eliminated nor discounted as the Authority does not currently collect <i>Age</i> related profiling data relating to restructures. This will change however with the introduction of <i>Case for Change</i> documentation that be accompanied with a specific EqIA before any restructure takes place.</p> <p>This addition to SQA processes will help to understand and, if necessary, mitigate any future risks to equality groups caused by organisational restructure whilst ensuring the organisation remains an inclusive workforce.</p> <p>Conclusion: Unable to neither identify or wholly eliminate equality risks due to an absence of available evidence and the generalist / nonspecific nature of this policy.</p>
	Advance equality of opportunity
	No evidence that this policy advances Equality of opportunity to any specific equality groups.
	Foster good relations

	SQA is committed to 'No Compulsory Redundancies' as part of the Public Sector Pay Policy. We consider this does contribute to promoting good relations between all staff by reinforcing a commitment to job security – regardless of personal characteristics and circumstances.
Protected Characteristic	General Equality Duty
Disability	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p> <p>Risks of Discrimination:</p> <p>There may be heightened concerns for individuals with poor mental health during a period of significant change. A support section outlining available support options has been added to the policy.</p> <p>Conclusion: Unable to neither identify or wholly eliminate equality risks due to an absence of available evidence and the generalist / nonspecific nature of this policy.</p> <p>Advance equality of opportunity</p> <p>No evidence that this policy advances Equality of opportunity to any specific equality groups.</p> <p>Foster good relations</p> <p>SQA is committed to 'No Compulsory Redundancies' as part of the Public Sector Pay Policy. We consider this does contribute to promoting good relations between all staff by reinforcing a commitment to job security – regardless of personal characteristics and circumstances.</p>
Protected Characteristic	General Equality Duty
Race	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p> <p>Risks of Discrimination:</p> <p>Overall risks of discrimination in SQA cannot be accurately identified, eliminated nor discounted as the Authority does not currently collect Equality profiling data relating to restructures.</p> <p>Conclusion: Unable to neither identify or wholly eliminate equality risks due to an absence of available evidence and the generalist / nonspecific nature of this policy.</p> <p>Advance equality of opportunity</p>

	No evidence that this policy advances Equality of opportunity to any specific equality groups.
	Foster good relations
	No evidence that this policy does (or theoretically could) foster good relations between SQA employees who share/ do not share 'Protected Characteristics' as defined by <i>The Equality Act 2010</i> .
	SQA is committed to 'No Compulsory Redundancies' as part of the Public Sector Pay Policy. We consider this does contribute to promoting good relations between all staff by reinforcing a commitment to job security – regardless of personal characteristics and circumstances.
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
	Risks of Discrimination:
	Overall risks of discrimination in SQA cannot be accurately identified, eliminated nor discounted as the Authority does not currently collect Equality profiling data relating to restructures.
	Conclusion: Unable to neither identify or wholly eliminate equality risks due to an absence of available evidence and the generalist / nonspecific nature of this policy.
	Advance equality of opportunity
	No evidence that this policy advances Equality of opportunity to any specific equality groups.
	Foster good relations
	No evidence that this policy does (or theoretically could) foster good relations between SQA employees who share/ do not share 'Protected Characteristics' as defined by <i>The Equality Act 2010</i> .
	SQA is committed to 'No Compulsory Redundancies' as part of the Public Sector Pay Policy. We consider this does contribute to promoting good relations between all staff by reinforcing a commitment to job security – regardless of personal characteristics and circumstances.
Protected Characteristic	General Equality Duty
Sex	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010

	<p>Risks of Discrimination:</p> <p>Overall risks of discrimination in SQA cannot be accurately identified, eliminated nor discounted as the Authority does not currently collect Equality profiling data relating to restructures.</p> <p>Conclusion: Unable to neither identify or wholly eliminate equality risks due to an absence of available evidence and the generalist / nonspecific nature of this policy.</p>
	Advance equality of opportunity
	No evidence that this policy advances Equality of opportunity to any specific equality groups.
	Foster good relations
	No evidence that this policy does (or theoretically could) foster good relations between SQA employees who share/ do not share 'Protected Characteristics' as defined by <i>The Equality Act 2010</i> .
	SQA is committed to 'No Compulsory Redundancies' as part of the Public Sector Pay Policy. We consider this does contribute to promoting good relations between all staff by reinforcing a commitment to job security – regardless of personal characteristics and circumstances.
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>Risks of Discrimination:</p> <p>Overall risks of discrimination in SQA cannot be accurately identified, eliminated nor discounted as the Authority does not currently collect Equality profiling data relating to restructures.</p> <p>Conclusion: Unable to neither identify or wholly eliminate equality risks due to an absence of available evidence and the generalist / nonspecific nature of this policy.</p>
	Advance equality of opportunity
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	SQA is committed to 'No Compulsory Redundancies' as part of the Public Sector Pay Policy. We consider this does contribute to promoting good relations between all staff by reinforcing a commitment to job security – regardless of personal characteristics and circumstances.
Protected Characteristic	General Equality Duty
Gender Reassignment (Gender identity and transgender)	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p> <p>Risks of Discrimination:</p> <p>Overall risks of discrimination in SQA cannot be accurately identified, eliminated nor discounted as the Authority does not currently collect Equality profiling data relating to restructures.</p> <p>Conclusion: Unable to neither identify or wholly eliminate equality risks due to an absence of available evidence and the generalist / nonspecific nature of this policy.</p> <p>Advance equality of opportunity</p> <p>No evidence that this policy advances Equality of opportunity to any specific equality groups.</p> <p>Foster good relations</p> <p>No evidence that this policy does (or theoretically could) foster good relations between SQA employees who share/ do not share 'Protected Characteristics' as defined by <i>The Equality Act 2010</i>.</p> <p>SQA is committed to 'No Compulsory Redundancies' as part of the Public Sector Pay Policy. We consider this does contribute to promoting good relations between all staff by reinforcing a commitment to job security – regardless of personal characteristics and circumstances.</p>
Protected Characteristic	General Equality Duty
Marriage/Civil Partnership	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p> <p>Risks of Discrimination:</p> <p>Overall risks of discrimination in SQA cannot be accurately identified, eliminated nor discounted as the Authority does not currently collect Equality profiling data relating to restructures.</p>

	<p>Conclusion: Unable to neither identify or wholly eliminate equality risks due to an absence of available evidence and the generalist / nonspecific nature of this policy.</p>
	<p>Advance equality of opportunity</p>
	<p>No evidence that this policy advances Equality of opportunity to any specific equality groups.</p>
	<p>Foster good relations</p>
	<p>No evidence that this policy does (or theoretically could) foster good relations between SQA employees who share/ do not share 'Protected Characteristics' as defined by <i>The Equality Act 2010</i>.</p>
	<p>SQA is committed to 'No Compulsory Redundancies' as part of the Public Sector Pay Policy. We consider this does contribute to promoting good relations between all staff by reinforcing a commitment to job security – regardless of personal characteristics and circumstances.</p>
Protected Characteristic	General Equality Duty
Pregnancy / Maternity	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p>
	<p>Risks of Discrimination:</p> <p>Overall risks of discrimination in SQA cannot be accurately identified, eliminated nor discounted as the Authority does not currently collect Equality profiling data relating to restructures.</p> <p>Conclusion: Unable to neither identify or wholly eliminate equality risks due to an absence of available evidence and the generalist / nonspecific nature of this policy.</p>
	<p>Advance equality of opportunity</p>
	<p>No evidence that this policy advances Equality of opportunity to any specific equality groups.</p>
	<p>Foster good relations</p>
	<p>SQA is committed to 'No Compulsory Redundancies' as part of the Public Sector Pay Policy. We consider this does contribute to promoting good relations between all staff by reinforcing a commitment to job security – regardless of personal characteristics and circumstances.</p>
Considered by SQA	General Equality Duty
	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p>

Care experience (where relevant)	There is currently no data or evidence to suggest that care experience colleagues are placed at a disadvantage compared to other colleagues.
	Conclusion: Neutral Equality related impact is therefore recorded in this area.
	Advance equality of opportunity
	N/A
	Foster good relations
	N/A