

Equality Impact Assessment

Summary

Name of Policy or practice	Sexual Harassment Policy		
New Policy or Revision	New Policy		
Policy Owner (role)	Head of Human Resources		
Date Policy Owner Confirmed Completion	October 2025		
Agreed Schedule Review Date	October 2028	Additional review date (Action review date)	N/A

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.

Required Actions	Owner	Date	Comment
Review on a quarterly basis of employment law, case law and legislative changes, and equalities updates (including reviewing Equality and Human Rights Commission (EHRC) website).	People Advisory & Resourcing Manager	Continuing	
Review and assess all employee lifecycle data on an annual basis.	People Operations & Analytics Manager	Continuing	
Continue to review and assess SQA's equality mainstreaming report every two years.	People Reward and Equalities Manager	Continuing	
Continue to review and assess SQA's workforce equality monitoring report.	People Reward and Equalities Manager	Continuing	

Identified Actions	General Equality Duty	Owner	Date	Comment & Review
Collate data regarding sexual harassment casework, both informal and formal, to measure impact on all protected characteristics. This data will influence SQA's organisational risk assessment and will allow us to take all reasonable steps to prevent sexual harassment in the workplace.	Eliminate unlawful discrimination	People Advisory & Resourcing Manager	In progress	

Policy Aims

What is the rationale for this policy or practice?
SQA are committed to a working environment free from sexual harassment and where everyone is treated with dignity and respect. We will not tolerate sexual harassment, and such conduct will always be addressed.
What evidence is there to support the implementation or development of this policy or practice?
SQA must carry out the legal duties under The Worker Protection Act 2024, an amendment to the existing Equality Act 2010, which shifts the obligation from the individual to the employer in addressing inappropriate conduct and taking reasonable steps to prevent sexual harassment taking place. This legislation is designed to help create a safer and more respectful workplace for everyone.
What are the aims of this policy or practice?
The aims of SQA Sexual Harassment Policy: • Provide a definition and explanation of what sexual harassment is • Provide a statement that says we will not tolerate sexual harassment • Outline what someone should do if they experience or witness sexual harassment • Provide guidance to line manager on how they should deal with sexual harassment concerns or complaints • Explain how we will deal with sexual harassment from third parties, for example customers or clients • Signpost support that is available for anyone affected by sexual harassment • Outline our approach to assessing and managing risks of sexual harassment. Additionally, the policy advocates behaviour as set out in our Code of Conduct and stated values to be Trusted, Progressive and Enabling.
How is the content of these aims relevant to equality groups?
This policy aims to ensure that all employees are aware of the procedures in place for managing a concern or complaint in relation to sexual harassment. In addition, that all employees are provided with sufficient support and advice in being comfortable in raising a complaint and the support provided to them during any informal or formal procedure.

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.

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* have the opportunity to meet weekly in SQA via the Policy Review Group (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	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %	Difference (number)	Difference %
16–24	49	4.93%	36	3.47%	36	3.31%	20	1.88%	-29	-3.05%
25–29	73	7.35%	105	10.14%	134	12.32%	122	11.44%	49	4.09%
30–34	96	9.67%	95	9.17%	103	9.47%	106	9.94%	10	0.27%
35–39	146	14.70%	144	13.90%	138	12.68%	132	12.38%	-14	-2.32%
40–44	146	14.70%	150	14.48%	161	14.80%	159	14.92%	13	0.22%
45–49	113	11.38%	124	11.97%	133	12.22%	152	14.26%	39	2.88%
50–54	131	13.19%	126	12.16%	128	11.76%	120	11.26%	-11	-1.93%
55–59	122	12.29%	122	11.78%	134	12.32%	138	12.95%	16	0.66%
60–64	81	8.16%	102	9.85%	97	8.92%	100	9.38%	19	1.22%
65+	36	3.63%	32	3.09%	24	2.21%	17	1.59%	-19	-2.04%
Total	993	100 %	1036	100 %	1088	100 %	1066	100 %	73	0.00%

Source: SQA Workforce Equality Monitoring Report 2023-25

[Equalities: SQA workforce monitoring report 2023-25](#)

Table 1.1 shows the age profile of the organisation from 2021 to 2024

In all four years since 2021, 63.79% or more of staff are between the ages of 35 and 59. The 16–24 and 65+ age brackets had the smallest percentage of staff. In 2024, those within these age brackets made up 3.47% of the organisation. We note that this is a 5.09% decrease across these two age groups since 2021.

The UK Parliament states in their paper, [Evidence of Sexual Harassment in the Workplace](#), that ‘Age stands out as one of the characteristics with greater differentiation between groups of women, with young women more likely to experience sexual harassment.’

Disability

Table 3.1: Disability

Disability	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %	Difference (number)	Difference %
No	683	68.78%	697	67.28%	718	65.99%	677	63.51%	-6	-5.27%
Not specified	152	15.31%	184	17.76%	200	18.38%	212	19.89%	60	4.58%
Prefer not to say	76	7.65%	72	6.95%	73	6.71%	67	6.29%	-9	-1.36%
Yes	82	8.26%	83	8.01%	97	8.92%	110	10.32%	28	2.06%
Total	993	100%	1036	100%	1088	100%	1066	100%	73	7.35%

Source: SQA Workforce Equality Monitoring Report 2023-25

[Equalities: SQA workforce monitoring report 2023-25](#)

Table 3.1 shows the composition of the disability self-reporting categories for the period from 2021 to 2024.

Analysis of disability data by grade between 2021 and 2024 identified no significant trends. In both 2023 and 2024, grade 5 (11.86% and 15.25%) had the highest percentage of staff declaring a disability.

According to the Office of National Statistics (ONS), Disabled adults aged 16 to 24 years are more likely to have experienced sexual assault.

(Source:

<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandcrimeuk/2019>)

Race

Table 7.1: Race

Ethnicity	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %
African, Scottish African or British African	< 5	< 0.50%	< 5	< 0.48%	< 5	< 0.46%	< 5	< 0.47%
Asian, Scottish Asian or British Asian	24	2.42%	25	2.41%	28	2.57%	30	2.81%
Caribbean or Black	< 5	< 0.50%	< 5	< 0.48%	< 5	< 0.46%	< 5	< 0.47%
Mixed or multiple ethnic group	< 5	< 0.50%	< 5	< 0.48%	< 5	< 0.46%	< 5	< 0.47%
Not specified	101	10.17%	122	11.78%	116	10.66%	97	9.10%
Other ethnic group	< 5	< 0.50%	< 5	< 0.48%	< 5	< 0.46%	< 5	< 0.47%
Prefer not to say	34	3.42%	30	2.90%	34	3.13%	26	2.44%
White	825	83.08%	849	81.95%	896	82.35%	897	84.15%

Source: SQA Workforce Equality Monitoring Report 2023-25

[Equalities: SQA workforce monitoring report 2023-25](#)

Table 7.1 shows the ethnic minority background of staff within the organisation for the period from 2021 to 2024.

Over the period between 2021 and 2024 there has been an increase of 1.00% in staff declaring they are from a minority ethnic background. In 2023 over 3.50% of staff have declared they were from a minority ethnic background (3.86%) and 2024 saw the number of staff declaring they are from a minority ethnic background increasing to 4.32%.

In 2017, the #MeToo hashtag went viral,⁹ as millions of women from all walks of life shared their experiences of sexual harassment and abuse, often at the hands of men demonstrably and considerably more privileged than themselves. Race, age and class were and continue to be prominent factors within this.

Research shows that Black and minoritised women's experience of sexual harassment is often bound up with racial harassment.²³ In a survey by the Trade Union Congress (TUC), 37% of women of colour who had received verbal abuse reported that this was based on both race and gender

(Source: <https://www.engender.org.uk/content/publications/Enough-is-Enough---tackling-workplace-sexual-harassment-policy-in-Scotland.pdf>)

Religion or Belief

Table 8.1: Religion or belief

Religion or belief	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %
Another religion or body	6	0.60%	6	0.58%	9	0.83%	6	0.56%
Buddhist	< 5	< 0.50%	< 5	< 0.48%	<= 5	<= 0.46%	<= 5	<= 0.47%
Church of Scotland	127	12.79%	125	12.07%	119	10.94%	112	10.51%
Hindu	7	0.70%	8	0.77%	11	1.01%	13	1.22%
Jewish	< 5	< 0.50%	< 5	< 0.48%	<= 5	<= 0.46%	–	0.00%
Muslim	10	1.01%	11	1.06%	10	0.92%	11	1.03%
None	462	46.53%	489	47.20%	540	49.63%	544	51.03%
Not specified	102	10.27%	123	11.87%	117	10.75%	102	9.57%
Other Christian	44	4.43%	44	4.25%	45	4.14%	47	4.41%
Pagan	–	–	–	–	–	0.00%	<= 5	<= 0.47%
Prefer not to say	103	10.37%	103	9.94%	104	9.56%	97	9.10%
Roman Catholic	129	12.99%	123	11.87%	127	11.67%	128	12.01%
Sikh	< 5	< 0.50%	< 5	< 0.48%	–	0.00%	–	0.00%

Source: SQA Workforce Equality Monitoring Report 2023-25

[Equalities: SQA workforce monitoring report 2023-25](#)

Table 8.1 shows the religion, belief or non-belief status of staff within the organisation for the period from 2021 to 2024.

The percentage of staff declaring their religion, belief or non-belief increased by 0.70% between 2021 and 2024. The percentage of those declaring has remained relatively stable within each category over the last four years, with less than a 1.00% difference for all religion, belief or non-belief categories. There are two exceptions to this, which are for the 'prefer not to say' category, which has decreased 1.27% over the four-year period, and the 'none' category, which has seen an increase of 4.50% since 2021. This mirrors the findings from the 2022 Scottish Census that the majority of people in Scotland had no religion.

Women who are marginalised in social and political spaces, belong to a religious or cultural minority in their country – or within specific regions within a country – and exist in systems where men hold most power, are uniquely vulnerable to this abuse.

(Source: <https://www.ids.ac.uk/news/women-from-religious-minorities-groomed-for-sexual-exploitation-and-conversion/>)

Sex

Table 9.1: Sex

Sex	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %	Difference (number)	Difference %
Female	618	62.24%	644	62.16%	679	62.41%	664	62.29%	46	0.05%
Male	375	37.76%	392	37.84%	409	37.59%	402	37.71%	27	-0.05%
SQA	993	100%	1036	100%	1088	100%	1066	100%	73	0.00%

Source: SQA Workforce Equality Monitoring Report 2023-25

[Equalities: SQA workforce monitoring report 2023-25](#)

Table 9.1 shows the distribution of staff within the organisation by sex for the period from 2021 to 2024. The split between females and males within the organisation has remained consistent over the period from 2021 to 2024, with less than a 1.00% change.

The TUC conducted a poll of more than 1,000 women in 2023 which found that 2 in 5 women aged 25 to 34 have experienced at least three incidents of sexual harassment at work.

EHRC's report on harassment presents information on the scale and effect of harassment in the workplace. [The report Turning the tables: ending sexual harassment at work](#) | Equality and Human Rights Commission (equalityhumanrights.com) provides information on equality groups that potentially experience, or are exposed to higher levels of, bullying and harassment.

Sexual Orientation	Table 10.1: Sexual orientation				
	Sexual Orientation	2023 (number)	2023 %	2024 (number)	2024 %
	Bisexual	24	2.21%	28	2.63%
	Gay or lesbian	39	3.58%	36	3.38%
	Heterosexual / straight	717	65.90%	729	68.39%
	Not specified	207	19.03%	181	16.98%
	Other sexual orientation	9	0.83%	10	0.94%
	Prefer not to say	92	8.46%	82	7.69%
	Source: SQA Workforce Equality Monitoring Report 2023-25				
	Equalities: SQA workforce monitoring report 2023-25				
	Table 10.1 shows the composition of staff sexual orientation for 2023 and 2024. We have moved to reporting sexual orientation in line with the 2022 Scottish Census categories and therefore are unable to provide a comparison between the last reporting period and this current reporting period.				
	Nearly seven in 10 lesbian, gay, bisexual and trans (LGBT) people have been sexually harassed at work, according to research for the TUC.				
	(Source: https://www.theguardian.com/uk-news/2019/may/17/survey-finds-70-of-lgbt-people-sexually-harassed-at-work)				
Gender Re-assignment (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.				
	In 2023, The Guardian reported that transgender people are far more likely to be survivors of sexual assault than perpetrators. (Source: https://www.theguardian.com/commentisfree/2023/jun/18/there-is-so-much-more-for-us-to-worry-about-than-men-masquerading-as-women-to-access-single-sex-spaces)				

Marriage/Civil Partnership

Table 5.1: Relationship status

Relationship status	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %
No	377	37.97%	396	38.22%	464	42.65%	433	40.62%
Not specified	102	10.27%	127	12.26%	118	10.85%	102	9.57%
Prefer not to say	55	5.54%	59	5.69%	61	5.61%	54	5.07%
Yes	459	46.22%	454	43.82%	445	40.90%	477	44.75%

Source: SQA Workforce Equality Monitoring Report 2023-25

[Equalities: SQA workforce monitoring report 2023-25](#)

Table 5.1 shows the marriage and civil partnership status of staff within the organisation for the period from 2021 to 2024.

The percentage of staff declaring they are married or in a civil partnership was 40.90% in 2023 and 44.75% in 2024. The percentage of staff declaring they are married or in a civil partnership has remained consistent over the last four years.

People in same-sex relationships are more vulnerable to sexual harassment from cisgender individuals compared to their cisgender heterosexual counterparts. Research indicates that individuals in same-sex relationships face disproportionately higher rates of sexual violence and harassment and are at a higher risk for various forms of abuse. This increased vulnerability is linked to a number of factors, including discrimination and stigma faced by sexual minorities.

(Source: <https://pmc.ncbi.nlm.nih.gov/articles/PMC9148377/>)

Pregnancy / Maternity	Table 6.1: Pregnancy and maternity								
	Pregnancy and maternity	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %
	Contract ended as planned	1	3.33%	0	0.00%	0	0.00%	0	0.00%
	Due to return to work	0	0.00%	11	40.00%	5	27.78%	12	48.00%
	Resigned	0	0.00%	1	4.00%	1	5.56%	0	0.00%
	Returned to work	29	96.67%	14	56.00%	12	66.67%	13	52.00%
	Total	30	100%	26	100%	18	100%	25	100%
	Source: SQA Workforce Equality Monitoring Report 2023-25								
	Equalities: SQA workforce monitoring report 2023-25								
	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).								
The rate of those who return to work following a period of maternity leave is greater than 50.0% for all four years noted in Table 6.1. In 2023 all directorates and reporting areas, except for the People directorate, had at least one member of staff who had taken maternity leave, and in 2024 all directorates and reporting areas, except for the Accreditation and Finance and Corporate Services had at least one member of staff who had taken maternity leave. 50% or more of staff who have taken maternity leave between 2021 and 2023 have been in grade 6 or above.									
Yes, pregnant people are vulnerable to sexual harassment and discrimination at work, with studies showing that a significant number of women experience negative comments or harassment due to their pregnancy. (Source: https://maternityaction.org.uk/advice/pregnancy-discrimination/#:~:text=The%20Equalities%20and%20Human%20Rights,off%20for%20their%20antenatal%20care.)									
Care experience (where relevant)	SQA does not currently collect Care Experience data however national research consistently indicates that care experienced people are more likely to be vulnerable to sexual harassment. (Source: NSPCC Learning 2025)								

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 National research indicates that younger individuals, particularly those aged 34 and under, tend to experience a higher rate of sexual harassment compared to older age groups, with the impact of such harassment potentially being more significant due to their developmental stage and increased vulnerability; meaning younger people are more likely to be targeted and experience greater negative effects from sexual harassment. Younger people may have less established coping mechanisms making them more susceptible to the psychological effects of sexual harassment, including mental health. Sexual harassment may negatively impact a younger person's career development and social interactions, especially if the harassment occurs at work. This policy defines the expectations of all employees in providing a working environment that is free from sexual harassment and where everyone is treated with dignity and respect. This policy should therefore have a positive impact on all employees as the policy clearly defines SQA aims and how to complain if these aims are not being realised. However, overall risks of age discrimination in SQA cannot be accurately identified, eliminated nor discounted as the authority does not currently collect age-related profiling data relating to sexual harassment related incidents or experiences. Conclusion: Probable positive impact

	Advance equality of opportunity
	Developing a clear policy and supporting process should ensure that staff will feel more confident and secure in bringing forward any complaints about how they are being treated. Thus, indirectly, creating a positive working environment which enables all staff to raise complaints without the fear of victimisation. The development and implementation of a mandatory Preventing Sexual Harassment training and awareness module will also promote a greater awareness of the importance of advancing Equality of opportunity for SQA employees who share / do not share 'Protected Characteristics'. Probable positive impact.
	Foster good relations
Protected Characteristic	There is currently only one age-related staff network group within SQA – Young Talent Forum. The Young Talent Forum serves the purpose to give colleagues, aged 16-28 a platform where they will be heard, recognised and supported to influence change and ensure SQA fulfils its commitment to developing all of the young workforce. There is no current evidence that this will foster good relations of people of different ages, but the policy provides reassurance and clarity which would be positive. Probable positive impact.
	General Equality Duty
	Disability
	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010 The increase in vulnerability of disabled individuals results in greater opportunity to advance equality of opportunity. This policy defines the expectations of all employees in providing a working environment that is free from sexual harassment and where everyone is treated with dignity and respect. This policy should therefore have a positive impact on both disabled and non-disabled employees as the policy clearly defines SQA aims and how to complain if these aims are not being realised. However, overall risks of disability discrimination in SQA cannot be accurately identified, eliminated nor discounted as the authority does not currently collect disability related profiling data relating to sexual harassment related incidents or experiences. As the grievance policy investigation framework is used to investigate sexual harassment complaint, a disabled employee would have the opportunity to request reasonable adjustments to any part of the process.

	Conclusion: Probable positive impact
	Advance equality of opportunity
	Specific to disability, but applicable to all, we advise that SQA captures formally raised sexual harassment complaints by protected characteristic to measure how well Equality of opportunity is currently realised / promoted in SQA for employees who have / do not have a disability. The policy provides information on support for wellbeing for those affected by sexual harassment. Probable positive impact.
	Foster good relations
	SQA's Disability network group have a remit to: • Promote and enhance disability equality in SQA • Position SQA as an inclusive employer of choice that welcomes, embraces and celebrates the contribution of a diverse workforce • Supporting SQA to become a Disability Confident leader in Scotland'. Consulting the policy's aims and processes with this group would both help to check its overall impact but also explore opportunities for further development. SQA are also a Disability Confident employer so continued promotion and engagement with the objectives of the scheme is also essential in continuing to foster good relations between employees who are disabled / not disabled. Probable positive impact.
Protected Characteristic	General Equality Duty
Race	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010 This policy defines the expectations of all employees in providing a working environment that is free from sexual harassment and where everyone is treated with dignity and respect. This policy should therefore have a positive impact on employees of all Nationalities, Citizenships and Ethnicities (Race) as the policy clearly defines SQA aims and how to complain if these aims are not being realised.

	However, overall risks of race discrimination in SQA cannot be accurately identified, eliminated nor discounted as the authority does not currently collect equality profiling data relating to sexual harassment related incidents or experiences. Conclusion: Probable neutral impact
	Advance equality of opportunity
	Specific to Race, but applicable to all, we advise that SQA captures formally raised sexual harassment complaints by personal characteristic to measure how well equality of opportunity is currently realised / promoted in SQA for employees of all ethnicities. Developing a clear policy and supporting process should ensure that staff will feel more confident and secure in bringing forward any complaints about how they are being treated. Thus, indirectly, creating a positive working environment which enables all staff to raise complaints without the fear of victimisation. SQA have a lower ethnic minority employee group than Scotland generally (3 v 5%) and policies like this, Equality, Diversity and Inclusion and Code of Conduct show that SQA is committed to ensuring a continuation and improvement to the fair workplace culture. Probable positive impact.
	Foster good relations
	The Appreciate Culture and Ethnicity (ACE) Network exists to foster good relations, provide support, create an overall sense of belonging. It also exists with the aim of sharing experiences, providing feedback and recommendations as to how SQA can promote a more diverse and inclusive workplace. We encourage colleagues, regardless of race or ethnicity, to participate in and support the network, with the understanding that we will work together towards achieving our aims and objectives. Probable neutral impact.
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
	This policy defines the expectations of all employees in providing a working environment that is free from sexual harassment and where everyone is treated with dignity and respect.

	This policy should therefore have a positive impact on employees of all religions and philosophical belief systems as the policy clearly defines SQA aims and how to complain if these aims are not being realised. However, overall risks of religion or belief discrimination in SQA cannot be accurately identified, eliminated nor discounted as the authority does not currently collect equality profiling data relating to sexual harassment related incidents or experiences. Conclusion: Probable positive impact
	Advance equality of opportunity
	Developing a clear policy and supporting process should ensure that staff will feel more confident and secure in bringing forward any complaints about how they are being treated. Thus, indirectly, creating a positive working environment which enables all staff to raise complaints without the fear of victimisation. Specific to religion or belief, but applicable to all, we advise that SQA captures formally raised sexual harassment complaints by personal characteristic to measure how well equality of opportunity is currently realised / promoted in SQA for employees of different religions and beliefs. Probable positive impact.
	Foster good relations
	No evidence that this policy will foster good relations between different religions or beliefs. Probable positive impact.
Protected Characteristic	General Equality Duty
Sex	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010 This policy defines the expectations of all employees in providing a working environment that is free from sexual harassment and where everyone is treated with dignity and respect. This policy should therefore have a positive impact on employees of all Sexes as the policy clearly defines SQA aims and how to complain if these aims are not being realised.

	However, overall risks of Sex discrimination in SQA cannot be accurately identified, eliminated nor discounted as the authority does not currently collect equality profiling data relating to sexual harassment related incidents or experiences. The policy outlines clear steps the organisation will take to support staff to come forward. SQA are also finalising bystander training which teaches people how to safely and effectively intervene when they witness harmful behaviours such as sexual harassment. Conclusion: Probable positive impact
	Advance equality of opportunity
	Developing a clear policy and supporting process should ensure that staff will feel more confident and secure in bringing forward any complaints about how they are being treated. Thus, indirectly, creating a positive working environment which enables all staff to raise complaints without the fear of victimisation. Specific to sex, but applicable to all, we advise that SQA captures formally raised sexual harassment complaints by personal characteristic to measure how well equality of opportunity is currently realised / promoted in SQA for male and female employees. Probable positive impact.
	Foster good relations
	In SQA the Women's network 'provides a welcoming space for women across the organisation. Through open meetings and events there are opportunities to get to know one another, offer and receive support, and influence SQA policy development in areas of equality and inclusion. This network is exploring exciting developments such as informal mentoring and liaising with other staff networks. Probable positive impact.
Protected Characteristic	General Equality Duty
Sexual Orientation	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	This policy defines the expectations of all employees in providing a working environment that is free from sexual harassment and where everyone is treated with dignity and respect.

	This policy should therefore have a positive impact on employees of all sexual orientations as the policy clearly defines SQA aims and how to complain if these aims are not being realised. However, 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 sexual harassment related incidents or experiences. LGBT+ support services are provided in the policy, and it signposts to specialist support if required. It also outlines that sexual harassment can be experienced and perpetrated by any gender Conclusion: Probable positive impact
	Advance equality of opportunity
	Developing a clear policy and supporting process should ensure that staff will feel more confident and secure in bringing forward any complaints about how they are being treated. Thus, indirectly, creating a positive working environment which enables all staff to raise complaints without the fear of victimisation. Specific to sexual orientation but applicable to all, we advise that SQA captures formally raised sexual harassment complaints by personal characteristic to measure how well equality of opportunity is currently realised / promoted in SQA for employees of different Sexual Orientations. Probable positive impact.
	Foster good relations
	The Rainbow Network is SQA's LGBTQ+ colleague network. They are 'part of a vibrant global movement for change made up of LGBTQ+ people and our allies. We play a pivotal role in making sure that SQA is a workplace that embraces LGBTQ+ diversity and inclusion'. Speaking to members of this network directly will help SQA measure the impact of this policy and explore ways we can improve its direction and profile in SQA. Specifically, to question whether it helps explain how to handle a problem and detail what support is available in and outside of the organisation if someone is experiencing harassment or bullying. Probable positive impact.

Protected Characteristic	General Equality Duty
Gender Re-assignment (Gender identity and transgender)	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	This policy defines the expectations of all employees in providing a working environment that is free from sexual harassment and where everyone is treated with dignity and respect. This policy should therefore have a positive impact on employees of all gender identities as the policy clearly defines SQA aims and how to complain if these aims are not being realised. However, 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 sexual harassment related incidents or experiences Conclusion: Probable positive impact
	Advance equality of opportunity
	The implementation of SQA Gender Identify and Transitioning at Work policy contributes to advancing equality of opportunity for employees who identify as different genders. Specific to gender identity, but applicable to all, we advise that SQA captures formally raised sexual harassment complaints by personal characteristic to measure how well Equality of opportunity is currently realised / promoted in SQA for employees of different gender identities. Probable positive impact.
	Foster good relations
	Probable positive impact.
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
	With the possible exception of being harassed or discriminated against because an employee is in a same-sex relationship (ref sexual orientation), we can identify no other potential equality risks.

	Conclusion: Probable neutral impact
	Advance equality of opportunity
	Probable neutral impact.
	Foster good relations
	Probable neutral impact.
Protected Characteristic	General Equality Duty
Pregnancy / Maternity	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	This policy defines the expectations of all employees in providing a working environment that is free from sexual harassment and where everyone is treated with dignity and respect.
	This policy should therefore have a positive impact on employees on the ground of either Pregnancy or Maternity as the policy clearly defines SQA aims and how to complain if these aims are not being realised.
	However, 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 sexual harassment related incidents or experiences.
	Conclusion: Probable neutral impact
	Advance equality of opportunity
	Probable neutral impact.
	Foster good relations
	Probable neutral impact.
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
	While there is currently no evidence to suggest that care experience colleagues are placed at a disadvantage compared to other colleagues (or vice versa), it is recommended that data is collected and an analysis, by care experience, be performed of the 'lifecycle' of colleagues to identify any adverse trends.

	Given the wider evidence that this group tends to be more vulnerable due to the trauma they have experienced, having a policy would be a positive impact on this group.
	Conclusion: Probable positive impact
	Advance equality of opportunity
	Probable positive impact.
	Foster good relations
	Probable positive impact.

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.