

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 October 2022	Additional Schedule Review Date	By April 2023 (as published on intranet)
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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.

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Required Actions	Owner	Date	Comment & Review
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 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	

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Identified Actions	General Equality Duty	Owner	Date	Comment & Review
<p>Religion/belief At the next policy review (April 2023), we will extend section 5.5 to include the protected characteristic of religion or belief. Section 5.5 currently states:</p> <p>“If any aspect of this policy causes you difficulty you should inform your line manager. We will take any reasonable steps to support your needs while working to these arrangements.”</p>	<p>Advance equality of opportunity</p>	<p>Reward Advisor, People Reward & Equalities</p>	<p>April 2023</p>	
<p>Disability SQA to start analysing standby data by <i>Disability</i> to establish if any disproportionate trends or risk of discrimination exist within SQA in the use or application of this policy.</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 & Equalities and Data Analyst, People Analytics Governance & Systems</p>	<p>September 2023</p>	
<p>Religion/Belief SQA to start analysing standby data by <i>Religion / Belief</i> to establish if any disproportionate trends or risk of discrimination exist within SQA in the use or application of this policy.</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 & Equalities and Data Analyst, People Analytics Governance & Systems</p>	<p>September 2023</p>	

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<p>Sex SQA to start analysing standby data by Sex to establish if any disproportionate trends or risk of discrimination exist within SQA in the use or application of this policy.</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 & Equalities and Data Analyst, People Analytics Governance & Systems</p>	<p>September 2023</p>	
<p>Develop a new SQA Lone Working Policy.</p>	<p>Foster good relationships</p>	<p>HR Advisor, HR Shared Service & Facilities Manager, Facilities</p>	<p>By September 2024</p>	

Policy Aims

Name of Policy or practice	Standby and Callout
New Policy or Revision	New
Name of Policy Owner	Head of Human Resources
Date Policy Owner Confirmed Completion	25 June 2021 (date published, but backdated to 1 April 2021)

What is the rationale for this policy or practice?
<p>To ensure that key services can be adequately supported out of normal working hours, according to the needs of the business. We will use standby rotas where there is a demonstrable need to ensure out-of-hours cover for essential services and where it is necessary to ensure that any critical system or service failures are responded to.</p> <p>To ensure fair and consistent payment arrangements for those employees who are required to be on standby.</p>
What evidence is there to support the implementation or development of this policy or practice?
<ul style="list-style-type: none"> • The standby and callout policy was launched in June 2021 as a new policy, superseding an outdated section of the pay policy to meet an organisational requirement to ensure key services could be supported out of normal working hours. • If out of hours services are not provided, it could have reputational consequences for the organisation. • If there was not a Standby and Callout policy in place, there may be inconsistent application of standby and callout arrangements and payments across the organisation – the organisation previously relied on the goodwill of staff. <p>For information, a total of 14 SQA employees (1.5% of the overall workforce) have used this policy in the previous 12 months.</p>

What are the aims of this policy or practice?

As previously stated, the aims of this policy are to:

- Ensure that key services can be adequately supported out of normal working hours, according to the needs of the business. We will use standby rotas where there is a demonstrable need to ensure out-of-hours cover for essential services and where it is necessary to ensure that any critical system or service failures are responded to.
- To ensure fair and consistent payment arrangements for those employees who are required to be on standby.

The following SQA policies are also related to the Standby and Callout Policy:

- Pay Policy
- Home-based workers policy

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:

- Have greater difficulties following or complying with the requirements of being assigned to a standby and call out rota. For example, those with religious beliefs that need to be observed at specific times, females with caring responsibilities, pregnant or disabled employees.

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 has been 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 has only consulted with internal groups. These 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 (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.

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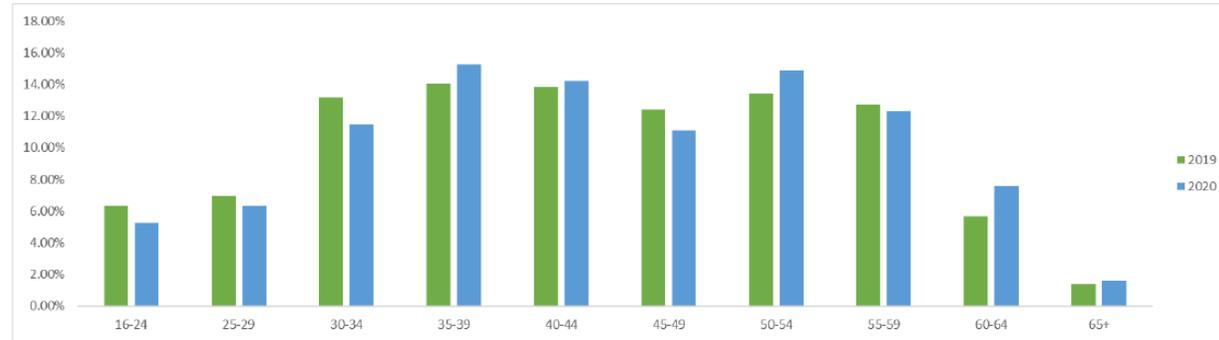
Evidence of Staff Network Consultation Meetings:

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)



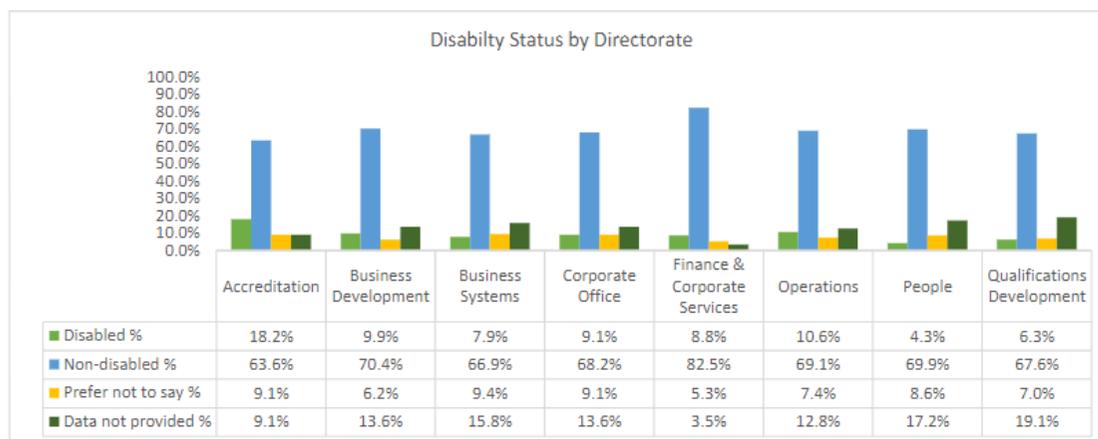
This table (1.04) shows colleagues by age band for 2019 – 2020.

Source: SQA Workforce Equality Monitoring Report 2019-2021

https://www.sqa.org.uk/sqa/files_ccc/workforce-equality-monitoring-report-2019-2021.pdf

Disability

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



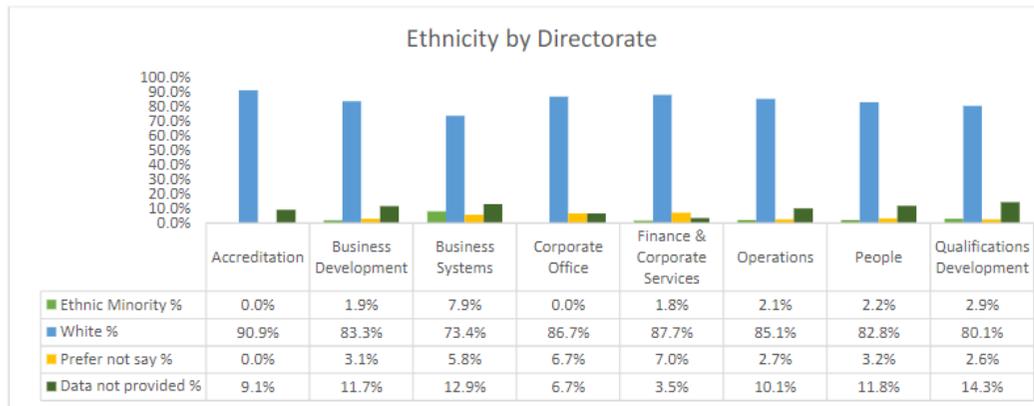
This table (Figure 10) shows colleague disability status by Directorate for 2020.

Source: SQA Equality Mainstreaming Report 2019-2021

https://www.sqa.org.uk/sqa/files_ccc/sqa-equality-mainstreaming-report-2019-21.pdf

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

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

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

Sex	<p>There are more females than males in all but seven out of the 38 business areas in SQA. Business areas with more males than females are: Applications Solutions; Assessment Development and Delivery; Digital Assessment Services; Data Solutions; International; Planning, Governance and Compliance; Service Delivery; and Strategic Design</p> <p>◆ The highest percentage of males can be found in Application Solutions (73.3%), Service Delivery (72.9%) and Strategic Design (71.4%).</p> <p>Source: SQA Equality Mainstreaming Report 2019-2021 https://www.sqa.org.uk/sqa/files_ccc/sqa-equality-mainstreaming-report-2019-21.pdf</p> <p>Around 90 per cent of single parents are women. Source: ONS (2019) <i>Families and households</i>. Table 1.</p> <p>58% of carers are women and 42% are men. Source: Carers UK</p> <p>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/</p>
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Sexual Orientation	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%
	Total	100.00%	100.00%	

This table (1.18) shows colleagues by sexual orientation 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

Gender Re-assignment (Gender identity and transgender)	No equality profiling data is currently captured by the SQA.																								
Marriage/Civil Partnership	<p>Table 1.10: Colleagues by relationship status</p> <table border="1" data-bbox="504 368 1422 598"> <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>Total</td> <td>100.00%</td> <td>100.00%</td> <td></td> </tr> </tbody> </table> <p>This table (1.10) shows colleagues by marriage/civil partnership for 2019 – 2020 and the variance between the two years.</p> <p>Source: SQA Workforce Equality Monitoring Report 2019-2021 https://www.sqa.org.uk/sqa/files_ccc/workforce-equality-monitoring-report-2019-2021.pdf</p>	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%	Total	100.00%	100.00%	
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Total	100.00%	100.00%																							
Pregnancy / Maternity	<table border="1" data-bbox="504 799 1435 1023"> <thead> <tr> <th rowspan="2">Pregnancy Status</th> <th colspan="3">Colleagues</th> </tr> <tr> <th>2019</th> <th>2020</th> <th>Variance</th> </tr> </thead> <tbody> <tr> <td>Not Pregnant</td> <td>98.25%</td> <td>98.95%</td> <td>0.70%</td> </tr> <tr> <td>Pregnant</td> <td>1.75%</td> <td>1.05%</td> <td>-0.70%</td> </tr> <tr> <td>Total</td> <td>100.00%</td> <td>100.00%</td> <td></td> </tr> </tbody> </table> <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 https://www.sqa.org.uk/sqa/files_ccc/workforce-equality-monitoring-report-2019-2021.pdf</p>	Pregnancy Status	Colleagues			2019	2020	Variance	Not Pregnant	98.25%	98.95%	0.70%	Pregnant	1.75%	1.05%	-0.70%	Total	100.00%	100.00%						
Pregnancy Status	Colleagues																								
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Total	100.00%	100.00%																							
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 needs 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>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>Neutral equality related impact is therefore recorded in this area.</p>
	Advance equality of opportunity
	<p>All SQA employees are entitled to use, access, and of course, be subjected to the standby and callout policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their age.</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 ages. No further recommendations in respect of this at this stage.</p>
<p>Protected Characteristic</p>	<p>General Equality Duty</p>
<p>Disability</p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p> <p>SQA employees with certain disabilities may, on balance have more difficulty attending the office for a call out if required. People with certain disabilities may also be unable to work additional hours due to their condition</p> <p>Risks of discrimination – Direct and Indirect:</p> <p>SQA does not currently analyse standby data by disability. It is therefore not possible to establish if any disproportionate trends or risk of discrimination exist within SQA in the use or application of this policy. Standby arrangements have only been utilised by 14 individuals over the last year.</p> <p>In order to mitigate any discrimination in relation to <i>Disability</i>, section 5.5 of the standby and call-out policy currently states the following:</p> <p><i>“If any aspect of this policy causes you difficulty you should inform your line manager. We will take any reasonable steps to support your needs while working to these arrangements.”</i></p> <p><u>SQA to start analysing standby data by <i>Disability</i> to establish if any disproportionate trends or risk of discrimination exist within SQA in the use or application of this policy.</u></p> <p>Advance equality of opportunity</p> <p>All SQA employees are entitled to use, access, and of course, be subjected to the standby and callout 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>

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	Foster good relations
	There is no additional evidence to indicate that this policy currently fosters good relations between disabled/non-disabled people. No further recommendations in respect of this at this stage.
Protected Characteristic	General Equality Duty
Race	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	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. Neutral equality related impact is therefore recorded in this area.
	Advance equality of opportunity
	All SQA employees are entitled to use, access, and of course, be subjected to the standby and callout 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 ethnicity. 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>SQA colleagues who observe / hold certain religions and/or beliefs may have difficulty participating in a standby/callout rota due to, for example, religious festivals or holidays</p> <p>Risks of Discrimination – Direct and Indirect:</p> <p>SQA does not currently analyse standby data by religion or belief. It is not therefore possible, to establish nor discount if any disproportionate trends or risks of discrimination exist within SQA in the use or application of this policy.</p> <p><u>SQA to start analysing standby data by <i>Religion / Belief</i> to establish if any disproportionate trends or risk of discrimination exist within SQA in the use or application of this policy</u></p>
	<p style="text-align: center;">Advance equality of opportunity</p>
	<p><u>At the next policy review (April 2023), SQA will extend section 5.5 to include the protected characteristic of religion or belief. Section 5.5 currently states: -</u></p> <p><u><i>“If any aspect of this policy causes you difficulty you should inform your line manager. We will take any reasonable steps to support your needs while working to these arrangements.”</i></u></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 of different religions or beliefs. No further recommendations in respect of this at this stage.</p>

Protected Characteristic	General Equality Duty
Sex	<p data-bbox="488 268 2029 331">Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p> <p data-bbox="488 368 2011 400">As previously referenced on page 8 of this document, women are more likely than men to have caring responsibilities.</p> <p data-bbox="488 437 2011 501">Women may have greater reservations about attending an on-site callout due to personal security concerns (e.g. as a lone worker.)</p> <p data-bbox="488 537 1115 569">Risks of Discrimination – Direct and Indirect:</p> <p data-bbox="488 596 2024 660">SQA does not currently analyse standby data by sex. It is not therefore possible to establish if any disproportionate trends or risks of discrimination exist within SQA in the use or application of this policy.</p> <p data-bbox="488 697 1973 761"><u>SQA to start analysing standby data by Sex to establish if any disproportionate trends or risk of discrimination exist within SQA in the use or application of this policy.</u></p> <p data-bbox="488 798 2002 861">In order to mitigate any discrimination in relation to sex, Section 5.5 of the standby and call-out policy currently states the following:</p> <p data-bbox="488 898 1968 962"><i>“If any aspect of this policy causes you difficulty you should inform your line manager. We will take any reasonable steps to support your needs while working to these arrangements.”</i></p> <p data-bbox="488 999 1339 1031">In addition, Section 5.10 of the standby and callout policy states: -</p> <p data-bbox="488 1067 2024 1270">Lone working refers to situations where it is necessary for you to enter sites without other people present. You should be aware of the risks associated with lone working and know how to minimise the hazards. Familiarisation with the guidance given in the Suzy Lamplugh website: www.suzylamplugh.org will give comprehensive and in-depth details of precautions to take when working alone. There is a general lone working risk assessment available on the intranet that any employees required to work alone should refer to and consider. If you are unsure about any aspect of lone working, you should speak to your line manager.</p> <p data-bbox="488 1307 1572 1339"><u>SQA should investigate developing a new Lone Working policy by September 2024.</u></p>

	<p style="text-align: center;">Advance equality of opportunity</p>
	<p>Whilst all SQA employees are entitled to use, access, and of course, be subjected to the standby and callout policy, whether or not the policy actually promotes/advances the “same chance” to employees by sex remains unclear.</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 by Sex. No further recommendations in respect of this at this stage.</p>
<p>Protected Characteristic</p>	<p style="text-align: center;">General Equality Duty</p>
<p>Sexual Orientation</p>	<p style="text-align: center;">Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</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>Neutral equality related impact is therefore recorded in this area.</p>
	<p style="text-align: center;">Advance equality of opportunity</p>
	<p>All SQA employees are entitled to use, access, and of course, be subjected to the standby and callout 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>
	<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 of different sexual orientations. No further recommendations at this stage.</p>

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
	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. Neutral equality related impact is therefore recorded in this area.
	Advance equality of opportunity
	All SQA employees are entitled to use, access, and of course, be subjected to the standby and callout 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.
	Foster good relations
	There is no additional evidence to indicate that this policy currently fosters good relations between people of different gender identities or who are LGBTQ+ (Lesbian, Gay, Bi-Sexual, Transgender, Queer/Questioning +). No further recommendations at this stage.
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
	We conclude there is no evidence to suggest that this policy may impact directly on people who are married or in a civil partnership and therefore make no further recommendations in this area. Neutral equality related impact is therefore recorded in this area.

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	Advance equality of opportunity
	All SQA employees are entitled to use, access, and of course, be subjected to the standby and callout 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.
	Foster good relations
	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.
Protected Characteristic	General Equality Duty
Pregnancy / Maternity	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	We conclude there is no evidence to suggest that this policy may impact directly on people with the protected characteristic of pregnancy/maternity and therefore make no further recommendations in this area.
	Neutral equality related impact is therefore recorded in this area.
	Advance equality of opportunity
	All SQA employees are entitled to use, access, and of course, be subjected to the standby and callout 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.
	Foster good relations
	There is no additional evidence to indicate that this policy currently fosters good relations for those who are pregnant or on maternity leave.

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 and therefore make no further recommendations in this area.</p> <p>Neutral equality related impact is therefore recorded in this area.</p>
	Advance equality of opportunity
	All SQA employees are entitled to use, access, and of course, be subjected to the standby and callout policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of care experience.
	Foster good relations
There is no additional evidence to indicate that this policy currently fosters good relations for those who are care experienced	

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