

## Equality Impact Assessment (supporting guidance available)

### Summary

Name of Policy or practice			
New Policy or Revision			
Policy Owner (role)			
Date Policy Owner Confirmed Completion			
Agreed Schedule Review Date		Additional review date (Action review date)	

### 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
Actions taken to <b>monitor the implementation of policy and the impact on equality groups</b> (evidence and consultation)			[ONGOING RECORD]

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

## Policy Aims

<b>What is the rationale for this policy or practice?</b>
<b>What evidence is there to support the implementation or development of this policy or practice?</b>
<b>What are the aims of this policy or practice?</b>
<b>How is the content of these aims relevant to equality groups?</b>

## Evidence, Consultation and Engagement

<b>What stakeholders have you engaged with in the development of this policy or practice?</b>	
<b>What evidence about equality groups do you have to support this assessment?</b>	
<b>Age</b>	
<b>Disability</b>	
<b>Race</b>	
<b>Religion or Belief</b>	
<b>Sex</b>	
<b>Sexual Orientation</b>	
<b>Gender Re-assignment (Gender identity and transgender)</b>	
<b>Marriage/Civil Partnership</b>	
<b>Pregnancy / Maternity</b>	
<b>Care experience (where relevant)</b>	

## Impact and Opportunities for Action

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

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

Protected Characteristic	General Equality Duty
Age	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	<p>[REVIEW AIMS OF POLICY AND IF APPROPRIATE LIST AIMS HERE]</p> <ul style="list-style-type: none"> <li>Do the aims of this policy have a positive impact on this equality group which supports eliminating unlawful discrimination, harassment and victimisation?</li> <li>Alternatively do the aims of this policy have a negative impact on this equality group and consequently have the potential to discriminate?</li> <li>What evidence is there to support either view?</li> <li>Where no evidence exists to support the view that there will neither a negative or positive impact then a neutral impact may be recorded. [Where you consider that certain aims have a negative impact whilst others a positive impact list this separately as it is not valid to come to the overall conclusion that there is a neutral impact.]</li> </ul>
	<ul style="list-style-type: none"> <li>What actions could be taken to ensure that this policy supports eliminating unlawful discrimination for this equality group? Whenever any adverse impact amounts to unlawful discrimination, the policy <b>must</b> be amended to avert this.</li> </ul>
	Advance equality of opportunity
	<ul style="list-style-type: none"> <li>Do the aims of this policy have a positive impact on this equality group which advance equality of opportunity between persons who share this relevant protected characteristic and persons who do not share it?</li> <li>Alternatively do the aims of this policy have a negative impact on this equality group and consequently have the potential to put barriers in the way or remove opportunities for this equality group to advance?</li> <li>What evidence is there to support either view?</li> </ul>

	<ul style="list-style-type: none"> <li>Where no evidence exists to support the view that there will neither a negative or positive impact then a neutral impact may be recorded.</li> </ul>
	<ul style="list-style-type: none"> <li>What actions could be taken to ensure that this policy supports advancing equality of opportunity between this equality group and others?</li> </ul>
	Foster good relations
	<ul style="list-style-type: none"> <li>Do the aims of this policy have a positive impact on this equality group which promote or foster good relations between persons who share this relevant protected characteristic and persons who do not share it?</li> <li>Alternatively do the aims of this policy have a negative impact on this equality group and consequently have the potential to put barriers in the way of fostering good relations?</li> <li>What evidence is there to support either view?</li> <li>Where no evidence exists to support the view that there will neither a negative or positive impact then a neutral impact may be recorded.</li> </ul>
	<ul style="list-style-type: none"> <li>What actions could be taken to ensure that this policy supports the fostering of good relations between this equality group and others?</li> </ul>
<b>Protected Characteristic</b>	<b>General Equality Duty</b>
<b>Disability</b>	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
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	Advance equality of opportunity
	Foster good relations
<b>Protected Characteristic</b>	<b>General Equality Duty</b>
<b>Race</b>	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	Advance equality of opportunity

	Foster good relations
<b>Protected Characteristic</b>	<b>General Equality Duty</b>
<b>Religion or Belief</b>	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	Advance equality of opportunity
	Foster good relations
<b>Protected Characteristic</b>	<b>General Equality Duty</b>
<b>Sex</b>	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	Advance equality of opportunity
	Foster good relations
<b>Protected Characteristic</b>	<b>General Equality Duty</b>
<b>Sexual Orientation</b>	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010

	Advance equality of opportunity
	Foster good relations
<b>Protected Characteristic</b>	<b>General Equality Duty</b>
<b>Gender Re-assignment (Gender identity and transgender)</b>	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	Advance equality of opportunity
	Foster good relations
<b>Protected Characteristic</b>	<b>General Equality Duty</b>
<b>Marriage/Civil Partnership</b>	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	Advance equality of opportunity
	Foster good relations



Protected Characteristic	General Equality Duty
Pregnancy / Maternity	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	Advance equality of opportunity
	Foster good relations
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
	Advance equality of opportunity
	Foster good relations

## 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.