

Financial Regulations Equality Impact Assessment

“Proposal” is used as shorthand for any policy document, practice or project that might be assessed.

Audience:	Public
Applies to:	All University Members
Classification:	Corporate Governance
Category:	Equality Impact Assessment
Subcategory:	Finance and Sustainability
Author:	Director of Finance Infrastructure and Corporate Services
Owner:	Director of Finance, Infrastructure and Corporate Services
Sign-Off Date:	23 April 2025
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Stage 1: Rapid Equality Impact Assessment Checklist

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Please provide a brief description of the proposal:

The Financial Regulations affect all staff directly or indirectly. All staff have general responsibilities for security of property, avoiding loss, and economy in the use of resources. There is particular relevance to budget holders, those involved in procurement or purchasing, those involved in costing of funding applications or commercial contracts, and those who claim expenses. The Financial Regulations also affect students in respect of payments/debt to the University. The wide reach of the regulations mean they affect many people, and therefore people with different protected characteristics. However, the areas where there could be equality impacts are covered by separate policies, procedures and guidance under the Regs, rather than the Financial Regulations having direct equality impact.

Policies, procedures and guidance related to the Financial Regulations should all be subject to separate EIA to ensure that any impact is considered.

The Regulations cover Building Contracts, and the Regulations should reflect a requirement that all such contracts should include EIA to ensure that the needs of different protected groups are considered.

Reason for the Equality Impact Assessment: Proposed changes/review of existing proposal

If selected Other, please provide more information:

Could any protected characteristics be affected by this proposal: No

If Yes, which protected characteristic groups could be affected (select all that apply)?

- | | |
|--|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Race (including ethnicity and nationality) |
| <input type="checkbox"/> Disability (including by association) | <input type="checkbox"/> Religion or belief (including lack of belief) |
| <input type="checkbox"/> Gender Reassignment | <input type="checkbox"/> Sex |
| <input type="checkbox"/> Marriage and Civil Partnership ¹ | <input type="checkbox"/> Sexual orientation |
| <input type="checkbox"/> Pregnancy or Maternity | |

Will the proposal have any impact on:

Discrimination?	No
Equality of opportunity?	No
Relations between groups?	No

If the answer to any of the above is 'Yes':

Is the impact only beneficial?	Choose an item.
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¹Only the duty to eliminate discrimination applies to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect

Declaration

I confirm that this equality analysis represents a fair and reasonable view of the implications of the proposal for all protected characteristic groups, and that appropriate actions have been identified to address the findings.

Signature	Date	Individual
Andrew Menzies, Director of Finance, Infrastructure and Corporate Services	23 April 2025	CEIA owner
	<DD Month Year>	Line manager*

* if appropriate

Equality Impact Assessment Outcome

What is the recommended outcome for this proposal?

Outcome 1: No change required – the assessment is that the proposal will be robust.

Definitions

For the purposes of this policy document and related policy documents, terms are defined in the Policy Document Library Glossary.

Related Policy Documents and Supporting Documents

Legislation	Equality Act 2010; Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012
Strategy	Abertay University Strategic Plan and all sub-strategies
Policy	Equality and Diversity Policy; Policy Document Governance Policy
Procedures	Policy Document Governance Procedure
Guidelines	Equality Impact Assessment Guidance
Local Protocol	N/A
Forms	N/A