

Stage 1: Rapid Impact Checklist

Document title: International and Partnerships Strategy

Author & School/Service: Professor Alastair Irons, University Executive

Reason for the Equality Impact Assessment:

Proposed new document	X
Proposed change to existing document	
Review of existing document	
Other (please state): Proposed restructure of Schools and Divisions.	

Could any protected characteristics be affected by this proposal?¹

Yes	No
	X

If yes, which protected characteristic groups could be affected?

Age	Disability	
Gender reassignment	Pregnancy and maternity	
Race/ethnicity	Religion or belief (including lack of belief)	
Sex	Sexual orientation	

Will the proposal have any impact on:

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

¹ 'Proposal' is used as shorthand for any policy, procedure, strategy or proposal that might be assessed.

Will the proposal have an impact on the physical environment? For example, will there be impacts on:

Living conditions?	
Working conditions?	X
Pollution or climate change?	X
Accidental injuries or public safety?	X

If the answer to any of the above is ‘yes’, please proceed to complete the Comprehensive Equality Impact Assessment, overleaf.

Stage 2: Comprehensive Equality Impact Assessment (CEIA)

Details of document

Document title	International and Partnerships Strategy
Document owner	Professor Alastair Irons
School/Service	University Executive

Aim of the document

What are the aims and objectives of the document?

To provide the International and Partnerships Strategy to underpin the University Strategy. The key themes of the document indicate the benefits of international and local partnerships and collaborations to the University and provide detail on underlying risks. The themes include international students, TNE, collaborative research and online provision.

How important is the document in terms of equality in the University? Does it relate to an area with known inequalities or where equality objectives have been set by the University?

The strategy embraces the principles and practices of EDI and document seeks to enable equity, equality, diversity and inclusivity.

Who is affected by the document and how have they been involved in the development of it?

Existing staff and students and they have been involved in the consultation (as has Court). Prospective students and prospective partners have not been involved in the discussion but will have access via the website when the strategy goes live.

Are any persons affected by the document likely to benefit from it and in what way?

Staff, students (home and international) and the broader population of Dundee will benefit. The implantation of the strategy will help develop global citizenship, will provide opportunities for cultural integration and understanding, will support widening access and will enhance the University's current position on breadth of participation.

Is there any evidence or concern that any of the protected characteristic groups have different experiences, issues or needs in relation to this document? (Please provide details in the box below)

Age		Race	X
Disability		Religion or Belief	
Gender Reassignment		Sex	
Pregnancy & Maternity		Sexual Orientation	
Marriage & Civil Partnership			

Further details: Participation in partnerships overseas and working with international students and staff will enable a set of wider opportunities to address any racial bias.

How does the document fit into the broader strategic aims of the University?
<p>The International and Partnerships Strategy incorporates the ethos of embracing transformational opportunities, digital innovation and academic collaboration, and will contribute to the commitment to encourage all students and staff to achieve their full potential. The International and Partnerships Strategy seeks to bring Abertay’s educational ethos and values to a global audience and aligns with the University’s Strategic Plan to provide “transformational opportunities, digital innovation and academic collaboration” and “enable our students, staff and graduates to achieve their full potential and have a positive impact on the world around us”. It embraces the principles of the University Strategy and its associated sub-strategies. This includes embracing the guiding principles outlined in the University Strategic Plan, namely:</p> <ul style="list-style-type: none"> • providing opportunities to change lives; • promoting fairness and equality; • being relevant in a changing world; • remaining sustainable and enhancing sustainability; and • maximising the opportunities afforded by digital technology.

Consideration of available data

(Consider what data is available. Data can include surveys, focus groups, analysis of complaints made, feedback received, consultations, etc.)

What do we know from existing data already held by the University?
<p>Application data</p> <p>Enrolment data</p> <p>TNE Partner data</p>

What do we know from existing data which is available externally?
The University is committed to Equality, Diversity and Inclusion

Are there any apparent gaps in knowledge?

N/A

Impact of document

Could this document lead to any positive, negative, intended or unintended impact on the University or any of its stakeholders?

Hopefully will enhance the University’s global standing through implementation of the strategy.

Could there be a differential ² impact on any protected characteristics? Could any differential impact be adverse?

Taking into account legislation, bias and discrimination in other countries will be an integral part of due diligence, risk assessment and final agreement of partnership working.
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Please consider

Is this policy directly discriminatory? If yes, is it intended to increase equality? If no, this is unlawful discrimination.

Is this policy indirectly discriminatory? If yes, is this justifiable or proportionate? If no, this is unlawful discrimination.

If this policy is not indirectly discriminatory, but could have an adverse impact on any of the protected characteristics, you must provide details of how the University will act to address this.

Is this policy unlawfully discriminatory? If you find that it is, you must decide how the University will act lawfully.

Consultation

What did this equality analysis conclude?

The Strategy is not discriminatory.

Is any action required to be taken in response to the findings from the consultation?

Quarterly report to FCPC; Annual report to Court; Staff development for all and Student induction for all students to be updated with particular consideration for internationalisation and decolonisation of the curriculum
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² Differential impact = where the positive or negative impact on one particular protected characteristic is likely to be greater than on another.

What is the recommendation for this document following consultation?

Reject the document		Approve and publish the document	x
Amendment required		Other (please provide details below)	

Declaration

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

Professor Alastair Irons, Deputy Principal and Deputy Vice-Chancellor	CEIA owner
	Line manager (if appropriate)

Committee approval

Which Committee has this document gone before for approval?
University Court
Date of Committee meeting: 26 April 2023

Following Committee consultation, what is the decision for this document?

Reject the document		Approve and publish the document	x
Amend the document		Other (please give details below)	

If the Committee requires that the document be amended, please list amendments below.