

Strategy 2025-30 Equality Impact Assessment

Audience:	Public
Applies to:	All University Members
Classification:	Corporate Governance
Category:	Equality Impact Assessment
Subcategory:	Corporate Strategy, Planning and Reporting
Author:	Vice-Principal and University Secretary
Owner:	Vice-Principal and University Secretary
Sign-Off Date:	23 April 2025
Review Date:	N/A

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Stage 1: Rapid Equality Impact Assessment Checklist

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

Please provide a brief description of the proposal:

University Strategy 2025-30. The Strategy is a high-level document which sets out the University’s strategic ambitions and direction of travel for the next five years. As such, it affects all staff, students, and the wider University community, and therefore people with different protected characteristics. It confirms the University’s commitment to promoting and ensuring inclusion and to continuing to offer access to transformational opportunities, through which there is a clear commitment to positive equality impact. However, the equality impact is not directly through this document. While this document sets out the overarching ambitions, the underpinning sub strategies and implementation plans will set out the detail of how this will be delivered. These will require to consider equality impact in more detail.

Reason for the Equality Impact Assessment: New proposal

If selected Other, please provide more information:

<insert free text, delete if not applicable>

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
Caroline Summers, Vice-Principal and University Secretary	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