CITY OF GLASGOW COLLEGE

Equality Impact Assessment (EQIA) Initial Screening Proforma

Title of Policy, Procedure, or Relevant Practice:	Diversity & Equalities Policy	
Lead Officer:	HR & Admin Director Diversity & Equalities Manager	
Type of Policy, Procedure, or Relevant Practice:	New:	☒
	Existing/Reviewed:	☐
	Revised/Updated:	☐
Date of Assessment:	20/12/11	

1: Who is likely to benefit from this policy, procedure or relevant practice?
This policy applies to all those who use College services, whether staff, students, those attending training, visitors, or contractors, irrespective of the following protected characteristics: Age, disability, gender reassignment (including identity), marriage and civil partnership status (conditions are detailed in the Single Diversity & Equalities Scheme, Appendix 1), pregnancy and maternity, race (including colour, nationality, ethnic or national origins), religion and belief, sex (formerly gender) and sexual orientation. As such, all groups are likely to benefit from the policy.

2: Could this policy, procedure or relevant practice result in a negative or adverse impact on people who share protected characteristics?

Note:
If "Yes" a full EQIA is required.
If "Not Known", a full EQIA may be required

Protected Characteristics	Yes	No	Not Known
Age		No	
Disability		No	
Gender reassignment and Transgender		No	
Marriage and civil partnership		No	
Pregnancy and maternity		No	
Race		No	
Religion or belief		No	
Sex		No	
Sexual orientation		No	

3: Does the policy, procedure or relevant practice advance or promote equality?
Yes: ☒

No: ☐

If "Yes", how?

The policy states that, in order to be more than a statement of good intentions: "it must be acted upon, put into everyday practice and regularly monitored. The College's commitment to equality of opportunity, process and outcome shall therefore be demonstrated through equality impact assessing College policies, procedures and relevant practices which have a significant impact on those with protected characteristics to ensure the College will:

- Meet its statutory duties, as a public authority, under the Equality Act 2010 and relevant codes of practice.

- Remove barriers in order to maximise recruitment, selection, participation, retention and achievement of all the College's service users, in particular those from under-represented groups.

- Foster respect for all groups and individuals.

- Promote positive non-discriminatory behaviour.

- Ensure appropriate support for isolated individuals of groups within the College.

- Encourage links with the wider community.

• Promote objective decision making in all areas based on merit and performance.

If "No", could the policy, procedure or relevant practice be changed or revised to advance or promote equality? Yes: ☐ No: ☐ N/A
If "Yes", how could this be done? N/A

4: Please indicate if a full EQIA is recommended Yes: ☐ No: ☒
Please provide reasons for your recommendation A positive impact is explicitly intended and very likely.

4: Subsequent Action The policy will be submitted to ELT and Trade Unions for approval. Subsequently reporting and publishing requirements as specified in the policy, such as annual reporting, the Single Equality Scheme and Equality Impact Assessment, will be devised.
If a full EQIA is recommended, when will this be produced? N/A
If it is possible to amend or change the policy, procedure or practice to advance or promote equality, what action will be taken to ensure this happens, and when? N/A