

**Equality Impact Assessment (EQIA)**

The General Equality Duty and protected characteristics are detailed at the end of this form.

\* Refer to the EQIA Guidance Document for more Information on how to complete this form.

Title of Policy, Procedure, or Relevant Practice:	Risk Management Policy	
Lead Officer:		
Type of Policy, Procedure, or Relevant Practice:	New: <input type="checkbox"/>	Existing/Reviewed/Revised: <input checked="" type="checkbox"/>
Date of Assessment:	28 March 2013	

**Step1: Outcomes and Potential Impacts**

**1A. What are the intended consequences (outcomes) of the policy, procedure or relevant practice?**

The establishment of a robust culture of risk management throughout the College

**1B. Could this policy, procedure or relevant practice potentially result in differential impact on groups with protected characteristics?**

Yes:  If "Yes", go to Step 2 and then complete the remainder of this form

No:  If "No", go to Step 6 and then complete the remainder of this form

**Step 2: Consideration of Evidence and Information**

**2A. What information do you plan to use as the basis of this EQIA?**  
 What information is available and if information is lacking, how will you address this shortfall?

**2B. Please indicate potential positive, neutral and negative impacts in relation to each protected characteristic.**  
 What does the information indicate about potential positive, neutral and negative impacts on people who share protected characteristics?  
 Are the needs of people with different characteristics met? Does the policy, procedure, or relevant practice affect some groups differently?

Protected Characteristic	Detail the Potential Positive, Neutral, or Negative Impacts with Reference to Evidence, or Information
Age	
Disability	
Gender Reassignment	
Marriage & Civil P' ship **	
Pregnancy & Maternity	
Race	
Religion or Belief	
Sex	
Sexual Orientation	

**Step 3: Consider Alternatives and Mitigation**

Are you able to reduce any potential negative impacts identified above?

Yes:  No:  N/A:  If N/A, go to Step 4

3B. If "Yes", what arrangements could be implemented to reduce any potential negative impacts identified above?

3B. If "No", it may be appropriate if the policy, procedure, or relevant practice affects groups differently where this is a proportionate means of achieving a legitimate aim. If this is the case, please provide explanatory details to objectively justify this decision.

**Note: you may be required to obtain legal advice to verify your decision. If you suspect this may be the case, please contact Diversity & Equalities for direction.**

**Step 4: Compliance with General Equality Duty**

4A. Does the policy, procedure or relevant practice comply with the three parts of the general duty:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Yes:  No:  For 4B- 4D, please detail relevant groups who share a protected characteristic and refer to evidence/information.

4B. If "Yes", how?

4C. If "No", what are the negative impacts and the associated risks?

4D. If "No", What arrangements exist, or could be implemented to better comply with the general duty?

**Step 5. The Involvement of Individuals, Groups and Organisations Representing Protected Characteristics**

5A. Who has been involved in the undertaking of this assessment? (Please detail the staff/student/stakeholder groups)

5B. How successful has this been, and what changes can be made to improve this process in the future?

5C. If you have further involvement to carry out, please list who you are going to involve and how?

**Step 6: Making a decision and outcome**

**6A. What is your decision?**

A negative impact is unlikely, and on the contrary the policy has the clear potential to have a positive impact by reducing and removing barriers and inequalities that currently exist.

**6B. Are you able to introduce the policy, procedure, or relevant practice without making any changes?**

Yes:  No:

**6C. If "Yes", clearly explain upon which basis this decision was made**

**6D. If "No", what changes will you make before implementation?**

Insertion of para 4.1.6: "Senior Managers, and those responsible for reviewing risks take into account the possibility of the differential impact of risks, and risk treatments, upon people who share protected characteristics".

<b>Step 7: Taking action and monitoring</b>
<b>7A. What action will we take?</b>  Insertion as at 6D above.
<b>7B. Who will take that action?</b>  Policy owner: Planning and Admin Director
<b>7C. When will that action be completed?</b>  Immediately
<b>7D. Once implemented, how will the policy, procedure, or relevant practice be monitored?</b>  Monitoring of Risk Management is the responsibility of ELT, the Board of Management Audit Committee, and the Board of Management.