At the Research College Group we believe that people from a range of backgrounds and experiences can enhance the life and development of the institution and that all individuals should be treated on the basis of individual merit and without prejudice. We therefore aim actively promote equality of opportunity and freedom from discrimination on grounds of protected characteristics, namely **age**, **disability**, **sex**, **gender reassignment**, **marriage** and **civil partnerships**, **pregnancy** and **maternity**, **race**, **religion** and **beliefs**, **sexual orientation** and **socio economic status** in all work we are involved in. RCG expects all researchers working on project with us to adopt this policy.

The Research College Group is committed to carrying out Equality Impact Assessments (EIA) on its policies and procedures in order that some measurement is made of the contribution that the policy/procedure makes towards equality and diversity objectives.

Assessment

|  |  |
| --- | --- |
| Name and role of person(s) carrying out EIA: |  |
| Name of research project: |  |
| Person responsible for research project: |  |
| Date of equality impact assessment: |  |

Evidence

|  |
| --- |
| **What information has been gathered to inform the EIA?**  *Consider, for example, people’s views from focus groups and surveys, and statistical information or other relevant evidence. Consider both quantitative and qualitative information.* |
|  |
| **What has this information revealed?** |
|  |
| **Is further information required? If so, how will this information be gathered and used?** |
|  |

Impact

Use the table to show:

* Where the policy might cause adverse impact or discriminate against different groups of people
* Where the policy makes a positive contribution to equality and diversity in the Research College Group

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Impacted area** | **Negative impact** | **No impact** | **Positive impact** | **Clarification** |
| Age |  |  |  |  |
| Disability |  |  |  |  |
| Gender (including gender reassignment) |  |  |  |  |
| Marriage / Civil Partnership |  |  |  |  |
| Pregnancy / Maternity |  |  |  |  |
| Race |  |  |  |  |
| Religion and belief |  |  |  |  |
| Sexual orientation |  |  |  |  |
| Workload |  |  |  |  |
| Other area of equality (please state) |  |  |  |  |

|  |
| --- |
| **Please provide a summary of the outcomes of the EIA, including: issues identified in the EIA; areas of potential inequality; opportunities to further advance equality; opportunities to foster good relations** |
|  |

Action

Equality action plan

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Issue** | **Planned Actions for Improvement** | **Expected Outcomes and Targets with Milestones** | **Target date** | **Person Responsible for Completion** |
|  |  |  |  |  |
|  |  |  |  |  |
| If the action proposed **will not fully eliminate potential or actual negative impact**, please state why this is the case and how it can be justified.  Please discuss this issue with your project lead or ethical committee chair. | |  | | |