BANGOR UNI VERSI TY EQUALI TY I MPACT ASSESSMENT

The process of Equality Impact Assessment (EIA) should be embedded into new policy development, policy review, strategic and operational decisions¹ in order that inequalities and discrimination are eliminated or addressed at the earliest opportunity.

This checklist forms part of the university's approach to equality impact assessment and should be used to assess the impact of the policy on groups with protected characteristics as outlined by the Equality Act 2010.

| About the Policy: | |
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| What is the purpose of the Policy? | This Procedure outlines the grounds for and process whereby the University will |
| | consider terminating a student's studies. |
| Who is responsible for the Policy? | Head of Governance and Compliance. |
| How does the Policy link to the University's strategic priorities? | Strategic Priority 1: "An Excellent Education" |
| Which Groups are stakeholders in the | Students. |
| Policy? | Staff. |
| Will the Policy be applied uniformly to all | Yes. |
| areas of the University? | |
| Please state which groups the Policy applies | Students. |
| to. | |

| Have the following been considered? (requirement of the Public Sector Equality Duty) | |
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| Could any elements of the Policy be directly or indirectly discriminatory? | The purpose of the procedure is to ensure that there is a fair, transparent and consistent process in place to terminate a student's studies, which is a very serious decision for the University to make. |
| Could the Policy be used to promote diversity and equal opportunities? | The procedure is intended to ensure that students have equal opportunities to access advice and guidance leading up to this decision, as well as equal chances to contest any decision and to be represented. Extenuating circumstances will also be considered. |
| Could the Policy be used to promote good relations? | Yes, amongst the student community, demonstrating equal treatment for all. |

April 2020 Revision

| Monitoring | |
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| How will the Policy be monitored to ensure that it is achieving its aims? | Continuous monitoring and reporting to Senate Regulations and Special Cases Committee occurs as part of the annual University Calendar. |
| Who will be responsible for monitoring the Policy? | Senate Regulations and Special Cases Committee. |
| How will the Policy be monitored to ensure that it does not disadvantage particular groups? | Any equality issues that arise will be explored and any reasonable adjustments shall be made. |
| When will the Policy be reviewed to see if it is achieving its aims and objectives? impleide.i 868242B1 0 0 Hdmple | This procedure is on a 3 year review cycle however is tested each time that it is used. |
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| Training – are there any training | |
| requirements associated with the development, implementation or monitoring of this Policy? | |
| What are the other resource implications of implementing the Policy (including time and workload)? | |