

Research Excellence Framework 2021  
Initial Code of Practice Equality Impact Assessment

1. Background information

Assessment owner	Ms Cathy Abu	
Job title	Director of Human Resources	
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Who else is involved in undertaking this EIA? (Please add additional lines as needed)	Name:	Job title:

**Measures**

How will you know you have achieved your aims?  
What are your measures / indicators of success?

The protected characteristics of academic staff identified as having significant responsibility for research will be in proportion to those of the academic sta

2 Screening tool

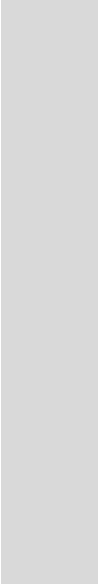
Protected Characteristic under the Equality Act 2010	Potential impact		Please detail here, for <u>each</u> characteristic listed on the left, the reasons behind your assessment of potential impact.
	Nature of impact (this may be + and )	Scale of impact	
	Positive (+)	High (H)	
	Negative ( )	Medium (M)	
Neutral (N)	Low (L)		
No impact / not applicable (n/a)	No impact / not applicable (n/a)		
Age	<b>Positive</b>	<b>L</b>	The purpose of the CoP is to maintain principles of equality in diversity, transparency, accountability, and the consistent treatment of staff. While older staff may have generally been favoured in previous RAE/REF exercises nationally, commensurate with their research career stage, the CoP is unlikely to have a positive or negative impact on this. In REF 2021 nationally, staff with significant responsibility for research may be returned with zero outputs, potentially supporting younger staff. HR will consider any declared individual circumstances, which may take into account any impacts of negative or prejudicial behaviour upon an individual in terms of any protected characteristic, including age. No data on staff with significant responsibility for research or on output selection is available as yet.
Sex	<b>Positive</b>	<b>L</b>	While women may have been underrepresented in RAE/REF exercises nationally, the CoP is likely to benefit women in its aim to ensure consistent treatment of staff. There is a clear and consistent approach in using staff workloading data informed by Performance Development and Appraisals for assessing significant responsibility for research and a consistent approach to selecting outputs. Men are unlikely to be impacted positively or negatively as a result of the CoP with respect to this protected characteristic; they are traditionally well represented in

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decision makers. The Unit of Assessment Leads Group comprises both academic and professional services staff and stands at 35% female (n.5). While numbers are small, this shows female staff are underrepresented on this group relative both to overall staff proportions at the University (63% female (latest HESA return 2017/18)) and proportions of academic staff, about whom decisions are being made (58% female (latest HESA return 2017/18)). Having representative and diverse committees and boards can help mitigate effects of unconscious bias in decision making, so it is that the University explores ways to diversify the group in

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			<p>staff in its aim to ensure equality in diversity, transparency, accountability, and the consistent treatment of staff. There is a consistent approach in using staff workloading data and PDAs as the basis for assessing significant responsibility for research and a consistent approach to selecting outputs. Staff from majority White ethnic backgrounds are generally well represented and will likely not be impacted positively or negatively by the CoP with respect to this protected characteristic. Membership of the UoA Leads group is 50% White (overall staff: 73% White, latest HESA return 2017/18). Although numbers are small, each of the remaining University's major ethnic groups is represented in the UoA Leads group and this is an example of good practice (disaggregated numbers are too small to present to safeguard anonymity). If the University co opts members (a possibility having considered the protected characteristic of sex above), balance in the representation of ethnicity needs to be continued to be borne in mind.</p>
Religion / Belief	<b>Positive</b>	<b>L</b>	<p>Generally, people from specific religious groups or with specific beliefs can be underrepresented in various fora. The CoP is likely to benefit these staff in its aim to ensure equality in diversity, transparency, accountability, and the consistent treatment of staff. There is a consistent approach in using staff workloading data and PDAs as the basis for assessing significant responsibility for research and a consistent approach to selecting outputs.</p>
Sexual orientation	<b>Positive</b>	<b>L</b>	<p>Generally, people from minority sexual orientations are underrepresented in various fora. The CoP is likely to benefit these staff in its aim to ensure equality in diversity, transparency, accountability, and the consistent treatment of staff. There is a consistent approach in using staff workloading data and PDAs as the basis for assessing significant responsibility for research and a consistent approach to selecting outputs. Staff with the majority heterosexual orientation are unlikely to be affected positively or negatively by the CoP with respect to this protected characteristic.</p>
Gender reassignment	<b>Positive</b>	<b>M</b>	<p>Generally, staff undergoing/having undergone gender reassignment are underrepresented in various fora. The CoP is likely to benefit staff for whom this is relevant, in its aim to ensure equality in diversity,</p>



transparency, accountability, and the consistent treatment of staff. There is a consistent approach in using staff workloading data and PDAs as the basis for assessing significant responsibility for research and a consistent approach to selecting outputs. Furthermore, HR will assess the impact of any individual circumstances that staff wish to declare, including gender reassignment. Declared circumstances are kept confidential and therefore likely to foster disclosures where appropriate. HR will also communicate the details of the CoP to any staff on long term leave, which may include some staff undergoing/having undergone gender reassignment who need to take advantage of such leave. These may lead to a positive impact of the CoP on staff undergoing/having undergone gender reassignment and provide the rationale for grading the impact 'M'. Staff who have not undergone/are not undergoing gender reassignment are unlikely to be affected positively or negatively by the CoP in respect of this protected characteristic.

			using staff workloading data and PDAs as the basis for assessing significant responsibility for research and a consistent approach to selecting outputs. HR will take into account any declared individual circumstances and impacts of negative or prejudicial behaviour upon an individual in terms of any protected characteristic, including marriage and civil partnership.
<b>Additional personal characteristics to be considered:</b>			
Carers / Caring responsibilities	<b>Positive</b>	<b>L</b>	The CoP aims to ensure equality in diversity, transparency, accountability, and the consistent treatment of staff. There is a consistent approach in using staff workloading data and PDAs as the basis for assessing significant responsibility for research and a consistent approach to selecting outputs. HR will take into account any declared individual circumstances and any impacts of negative or prejudicial behaviour upon an individual in terms of being a carer/having caring responsibilities. Declared circumstances are kept confidential and therefore likely to foster disclosures where appropriate. This may lead to a positive impact of the CoP on staff for whom caring responsibilities are relevant.
Intersectionality	<b>Positive</b>	<b>L</b>	Generally, individuals sharing two or more protected characteristics that can result in disadvantage can be further disadvantaged and underrepresented. The CoP aims to ensure equality in diversity, transparency, accountability, and the consistent treatment of staff. There is a consistent approach in using staff workloading data and PDAs as the basis for assessing significant responsibility for research and a consistent approach to selecting outputs. This may result in a positive impact on staff for whom this is relevant.

**Other factors to be considered:**



			circumstances and any impacts of negative or prejudicial behaviour upon an individual. This may lead to a positive impact of the CoP on part time staff. It is not anticipated that full time staff will be affected positively or negatively in terms of this aspect of their contracts.
Fixed term/open ended contracts	<b>Positive</b>	<b>L</b>	Generally, there could be a potential for fixed term staff to be disadvantaged in a REF exercise. However, the University is committed, in this as in all its policies, to the ensuring that workers on fixed term contracts are not treated less favourably than permanent employees doing the same or largely the same job where there is no objective justification for the difference. The CoP aims to ensure equality in diversity, transparency, accountability, and the consistent treatment of staff. There is a consistent approach in using staff workloading data and PDAs as the basis for assessing significant responsibility for research and a consistent approach to selecting outputs. National REF 2021 guidance will be utilised on decisions regarding eligibility of fixed term staff.

Where you have identified a positive impact (+) in the Screening Tool, please outline this briefly using bullet points

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If your proposal will not have any impact on 'people' please outline why this is the case:

N/A

If you have not identified any potential negative impacts associated with your proposal, you have completed your assessment.