

## EQUALITY IMPACT ASSESSMENT FORM

<b>1. DESCRIBE</b>
1.1. Name of policy/strategy/decision
GCU Community: Working Together in Partnership
1.2. Owner
Department of Student Life
1.3. Date
06/04/17
1.4. Aims of policy/strategy/decision
The purpose of the Partnership Agreement is to outline the University and Students' Association's joint commitment to the continuous enhancement of the student experience. It outlines how we work together to achieve this, describing the culture of partnership working at GCU. It is based on the premise that all members of the GCU community – students, staff and the Students' Association – are responsible for partnership working in practice.
1.5. Who does the policy/strategy/decision affect?
Students, staff, applicants, alumni
1.6. Could there be any potential implications for equality, or people with protected characteristics?
This Partnership Agreement supports the principles of equality and diversity and is based on the GCU Values and Students' Association strategic priority areas. The agreement applies to all students and staff, regardless of their personal characteristics or circumstances. The agreement is designed to embrace and respect the diversity of the GCU student and staff community, and ensure that there are equal opportunities for everyone's voice to be heard.

<b>2. ASSESS</b>
What are the implications, positive or negative (and evidence for this) of the policy/strategy/decision in relation to GCU's duty to have due regard to the need to:
2.1. Eliminate unlawful discrimination, harassment and victimisation?
The agreement presents no negative impact on GCU's duty to eliminate unlawful discrimination, harassment and victimisation. It is designed to ensure a positive impact – Principle 1 includes a commitment to a culture of dignity and mutual respect across the University
2.2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it?
The Partnership Agreement is designed to ensure that each student and member of staff is an equal member of the GCU community, regardless of their circumstances or protected characteristics.

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2.3. Foster good relations between people who share a protected characteristic and those who do not share it?

The Partnership Agreement is designed to foster positive relations between all members of the GCU community and encourage students and staff to work together to enhance the student experience. It is designed to be inclusive to all members of the community, regardless of their circumstances or protected characteristics. Principle 2 includes a commitment to embracing and respecting the diversity of the GCU student and staff community.

### 3. ACTION

3.1. If a negative impact has been identified, how will this be addressed?

There are no identified negative impacts at this time. However, the impact of the Partnership Agreement will be monitored and reviewed regularly to ensure that it remains current, relevant and inclusive to all members of the GCU community.

3.2. If changes have been made to the policy/strategy/decision as a result of this assessment, outline the changes

N/A

### 4. MONITOR AND REVIEW

4.1. How will the implementation of the policy/strategy/decision and its impact on equality be monitored and reviewed?

The Partnership Agreement will be reviewed annually alongside the 2020 Student Experience Action Plan.

### 5. PUBLISH

Please email this completed form, along with the policy/strategy and any other relevant information<sup>1</sup> to [equality@gcu.ac.uk](mailto:equality@gcu.ac.uk) for publishing on the Equality and Diversity website and annual reporting in line with Equality Act 2010 requirements.

### 6. SIGN OFF

6.1. EIA Owner

Date

Jackie Main

06/04/17

6.2. Equality and Diversity Advisor

Date

Adrian Lui

06/04/17

<sup>1</sup> Information or evidence may be removed if it is commercially sensitive or personal information