

Name of policy/procedure/strategy: Dignity at Work and Study Policy	
School/Directorate: Directorate of People	
Name of policy/procedure/strategy owner: Adrian Lui, Equality and Diversity Advisor	
Date of Assessment: August 2013	
1. Briefly describe the aims, objectives and purpose of the policy/procedure/strategy.	<p>The purpose of the policy is to:</p> <ul style="list-style-type: none"> • outline GCU's commitment to promoting dignity and respect, and equality and diversity. • outline the rights and responsibilities of staff, students and stakeholders.
2. What are the intended outcomes?	GCU has a culture that is inclusive and responsive.
3. Who are the main stakeholders? (e.g. staff, students, visitors)	Staff, students, visitors, Court, contractors.
4. How does the policy/procedure/strategy take into account different needs and circumstances (e.g. Ethnicity: cultural sensitivities, plain English; Disability: Alternate/ accessible formats; Gender: inclusive to women and men; Sexual Orientation; Faith or Belief, religious practices; Age: needs of younger and older people)?	<p>This policy aims to support the principles of equality and diversity, and ensure that staff and students are not discriminated against.</p> <p>This policy applies to all staff and students irrespective of personal characteristics or circumstances. However, the policy appears flexible in terms of taking into account the different needs of staff and students.</p>
<p>5. What is the likely impact on the general duty to have <i>due regard</i> to the need to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act?</p> <p><i>E.g. Is there evidence to indicate that the policy may result in less favourable treatment for particular groups?</i></p>	There is likely to be a positive impact on this duty as the policy is based on the principles of eliminating discrimination.

<p>6. What is the likely impact on the general duty to have <i>due regard</i> to the need to advance equality of opportunity between people who share a protected characteristic and people who do not share it?</p> <p><i>E.g. Is there evidence to show that the policy helps to remove disadvantage or encourages the participation of particular groups?</i></p>	<p>There is likely to be a positive impact on this duty as the policy is based on the principles of advancing equality of opportunity.</p>
<p>7. What is the likely impact on the general duty to have <i>due regard</i> to the need to foster good relations between people who share a protected characteristic, or not?</p> <p><i>E.g. Is there evidence to illustrate that the policy helps to tackle prejudice or promote understanding?</i></p>	<p>There is likely to be a positive impact on this duty as the policy is based on the principles of fostering good relations.</p>
<p>8. How will any negative impact identified above be addressed?</p>	<p>Until the Policy and guidance are implemented, it is not possible to gauge any negative impact. However, the implementation process will be monitored and data will be gathered in relation to the relevant protected characteristics that may be affected; any negative impact will inform the future review process of the Policy and guidance.</p> <p>Overall, there is no direct negative impact on the protected characteristics, as this applies to all staff and students and the principles of the policy support equality and diversity.</p> <p>Although the policy itself is free from discrimination overall, ultimately it is the application and implementation of the policy that provides the scope for discrimination e.g. prejudices or attitudes of managers supporting their staff. Therefore, there is potentially a development need for those involved in implementing the policy, and appropriate information will be provided to managers.</p>
<p>9. What is the overall impact rating? (Choose one rating)</p>	<p>Low: There is little or no evidence that some people from different groups are (or could be) differently affected (positively or negatively).</p>

<p>10. How will the results of the equality impact assessment be published?</p>	<p>The results will be published on the GCU's Equality and Diversity website, and also communicated to relevant stakeholders.</p>
<p>11. How will the implementation of the policy, procedure, strategy and its impact on equality be monitored and reviewed?</p>	<p>The Policy will be reviewed as part of GCU's annual policy review process.</p>