

EQUALITY IMPACT ASSESSMENT FORM

1. DESCRIBE
1.1. Name of policy/strategy/decision
Internationalisation Strategy
1.2. Owner
Dr Jeanine Gregersen-Hermans, Pro Vice-Chancellor and Vice-Principal International
1.3. Date
10/02/17
1.4. Aims of policy/strategy/decision
The overarching goal of the Internationalisation Strategy is to strengthen and enhance GCU's position as globally networked community that is attractive to international students, academic staff and partner organisations in key areas around the world.
1.5. Who does the policy/strategy/decision affect?
GCU academic staff and professional support staff, GCU students, potential applicants (jobs and programmes), external partner organisations.
1.6. Could there be any potential implications for equality, or people with protected characteristics?
<p>The Internationalisation Strategy is likely to have a positive impact on equality and people with protected characteristics. This is because the Strategy is aligned with GCU's Strategy 2020 and Common Good mission by aiming to produce graduates who are global citizens and leaders who make a positive difference to communities and societies nationally and internationally.</p> <p>It is noted that internationalisation may also present challenges. These potential impacts relate to the cross-cultural interactions that internationalisation inevitably brings with different cultural norms, values and etiquettes. However, GCU views these challenges as a positive opportunity to fulfil our Common Good mission. Any potential risk is mitigated against in the Strategy itself in Goal 4 through the development of an intercultural and international competencies framework based on the GCU Values, and training and development to ensure internationalisation of services and functions.</p> <p>One specific aim of the Strategy – increasing student mobility – has the potential to benefit the personal, social and academic skills of all students with different protected characteristics. The monitoring of participation by equality profile is required to ensure that any gaps or under-representation are identified, and appropriate actions put in place.</p>
2. ASSESS
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 Strategy presents potentially negative and positive impacts on this duty, and

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available evidence suggests that there is likely to be a positive impact on this duty overall. For example, the International Student Barometer places GCU first in Scotland for student experience.

Furthermore, any potential negative impact will be addressed by implementing Goal 1 and Goal 4 of the Strategy, which will result in a culturally diverse and truly international learning and working environment. It is accepted that students and staff from all racial and religious backgrounds studying or working at GCU may be potentially disadvantaged because of cultural differences, and be less able to progress, develop and succeed. Similarly, students and staff with specific protected characteristics (e.g. those who are gay or trans) may face barriers in terms of local laws and culture if studying or working abroad.

However, the underpinning principles of the Strategy present opportunities for these challenges to become positive opportunities and impacts – for example, the supporting activities may provide scope for cross-learning and increase understanding of different cultural perspectives for all in relation to discrimination and wider equality issues.

2.2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it?

The Strategy presents potentially negative and positive impacts on this duty.

The Strategy may have a negative impact on staff with particular protected characteristics in relation to mobility and exchange. For example staff required to travel with caring Also, if staff or students with a disability require reasonable adjustments to participate in work or study abroad, there may be different standards and capabilities in relation to meeting these requirements.

The Strategy could also have a positive impact on this duty because some of the activities may enable people with protected characteristics to access opportunities to learn and develop.

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

Although internationalisation can present challenges to cross cultural relations, the impact of the Strategy on this duty is broadly positive, as it is based on the principles of learning and connecting on a global scale for the benefit of individuals, as well as national and international societies and communities. The Strategy is well placed to deliver on fostering good relations because it will potentially break down cultural barriers and contribute to the cultural awareness of our staff and students in academic and social terms.

3. ACTION

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

The potential negative impacts will be addressed through the implementation of the Strategy itself, particularly Goal 1, which aims to create a culturally diverse community, and Goal 4, which focuses on enhancing competencies on internationalisation through training and development.

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Additionally, any negative impact resulting from barriers or discrimination relating to travel could be mitigated against by the use of the [Overseas Travel Risk Assessment](#) process.

Also, the monitoring of students engaged in mobility and exchange activities will be embedded as part of the implementation of the strategy so that gaps and under-representation can be identified and addressed.

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

No changes have been made to the Strategy.

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 implementation of the Strategy will be regularly reported on, and any equality impacts identified during implementation will be highlighted as part of the reporting process. Specific areas to be monitored include the strategic indicator relating to student mobility and exchange (e.g. protected characteristics of student applicants and participants). Furthermore, student progression data, and satisfaction surveys (home and international students) will provide further indicators of impact.

5. PUBLISH

Please email this completed form, along with the policy/strategy and any other relevant information¹ to 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	Signature	Date
	Dr Jeanine Gregersen-Hermans	17/02/2017
6.2. Equality and Diversity Advisor	Signature	Date
	Adrian Lui	10/02/2017

¹ Information or evidence may be removed if it is commercially sensitive or personal information