

Name of policy/procedure/strategy: Register of Interests Policy	
School/Directorate: Directorate of People Services	
Name of policy/procedure/strategy owner: Kathleen Cleary, Professional Services Manager	
Date of Assessment: 1 June 2015	
1. Briefly describe the aims, objectives and purpose of the policy/procedure/strategy.	To encourage openness and to emphasise the need for the highest standards of honesty and impartiality for members of Court and Employees.
2. What are the intended outcomes?	To identify any interest, financial or otherwise, which is likely or would, if publicly known, be perceived as being likely to influence the exercise of independent judgement.
3. Who are the main stakeholders? (e.g. staff, students, visitors)	Members of Court, Senior Managers who fall under the Remuneration Committee of the University Court and other members of staff in an advisory position exercising influence on large resources or policy decisions
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)?	The policy is designed to identify any conflicts of interest in a fair and consistent manner, regardless of the beliefs, needs or other characteristics of the individuals involved. Where an individual's specific circumstances are relevant to the matter being addressed, the requirement for discussion and communication between the member of staff and the manager will provide opportunity for those circumstances to be discussed and taken into account.
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? <i>E.g. Is there evidence to indicate that the policy may result in less favourable treatment for particular groups?</i>	This policy is based on the principles of fairness and is likely to have a positive impact on the general duty to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act, as it will be used to identify any circumstances where an individual's external interests, financial or otherwise, which are likely to be or would, if publicly known, be perceived as being likely to influence the exercise of independent judgement.

<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>The policy should not have any impact (positive or negative) on the need to advance equality of opportunity between people who share a protected characteristic and people who do not share it. All persons who are required to declare interests or conflicts of interests do so from a business perspective irrespective of their background.</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>The policy should not have any impact (positive or negative) on the need to foster good relations between people who share a protected characteristic and people who do not share it. All persons who are required to declare interests or conflicts of interests do so from a business perspective irrespective of their background.</p>
<p>8. How will any negative impact identified above be addressed?</p>	<p>Feedback on the implementation of the policy will be monitored and addressed accordingly.</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 by the policy/procedure/decision (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>