

Comprehensive Equality Impact Assessment (CEIA)

Details of document

Document title	Visiting and Emeritus Titles
Document owner	Human Resources
School/Service	Human Resources

Aim of the document

What are the aims and objectives of the document?

The policy outlines the procedures for conferring the title of Visiting Professor, (or other academic title) or Emeritus status.

How important is the document in terms of equality in the University? Does it relate to an area with known inequalities or where equality objectives have been set by the University?

The document is not important in terms of equality, rather providing clarity to Heads of School and Service where individuals who have affiliation with the University, either through joint research or other collaborative working, or where a former member of staff has retired.

Who is affected by the document and how have they been involved in the development of it?

Head of Schools wishing to confer the title, retired staff wishing to receive Emeritus status, recipients of Visiting title.

Are any persons affected by the document likely to benefit from it and in what way?

Yes - in that the titles could be perceived as giving status, and demonstrate affiliations which may be beneficial.

Is there any evidence or concern that any of the protected characteristic groups have different experiences, issues or needs in relation to this document? (Please provide details in the box below)

Age		Race	
Disability		Religion or Belief	
Gender Reassignment		Sex	
Pregnancy & Maternity		Sexual Orientation	
Marriage & Civil Partnership			
Further details:			

How does the document fit into the broader strategic aims of the University?

It allows Schools to retain a direct relationship with retiring members of staff who may still be research active or contribute to teaching and learning through guest lecturing from time to time. It would also allow for visiting academics to have a formal arrangement for their affiliation with the University. In their

recommendations for approval, Heads of School should provide clear information of the association and activities expected to be undertaken by the individual and its benefit to the University.

Consideration of available data

(Consider what data is available. Data can include surveys, focus groups, analysis of complaints made, feedback received, consultations, etc.)

What do we know from existing data already held by the University?

There is a basic database retained for this purpose, however the policy makes clear that HR will strictly control a centralised information system which is reviewed along with the VP (Academic) annually.

What do we know from existing data which is available externally?

Are there any apparent gaps in knowledge?

There is currently insufficient information to analyse in relation to protected characteristics.

Impact of document

Could this document lead to any positive, negative, intended or unintended impact on the University or any of its stakeholders?

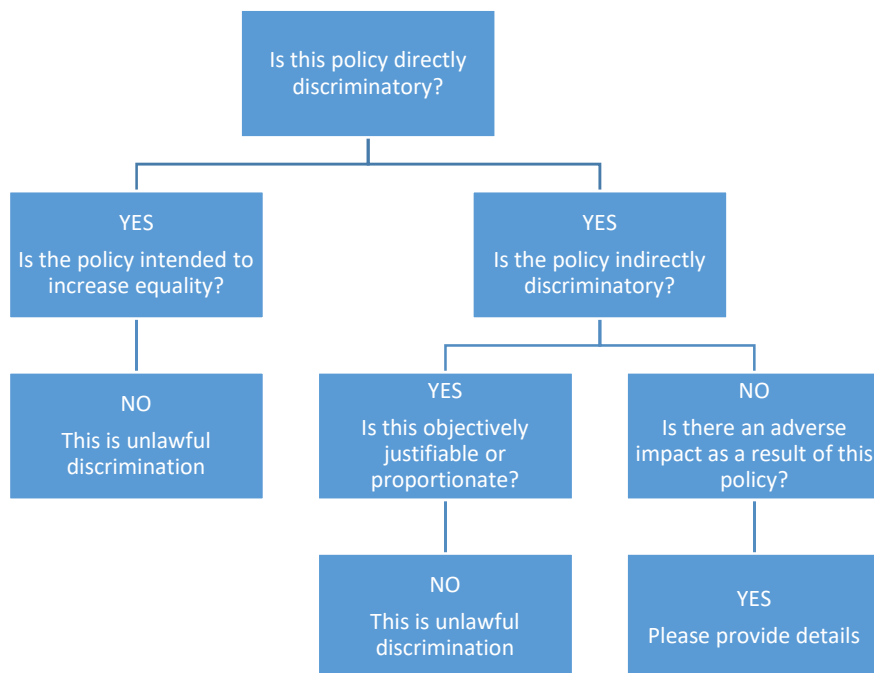
No

Could there be a differential¹ impact on any protected characteristics? Could any differential impact be adverse?

Not from the policy in itself. Awarding Visiting and Emeritus title could potentially benefit one group more than another.

Please consider the following:

¹ Differential impact = where the positive or negative impact on one particular protected characteristic is likely to be greater than on another.



CONSIDER: Is this document unlawfully discriminatory? If you find that it is you must decide how the University will act lawfully.

Consultation

What did this equality analysis conclude?
There is no adverse impact as a result of this policy.

Is any action required to be taken in response to the findings from the consultation?
A clearer more accessible use of HR management information system to be implemented.

What is the recommendation for this document following consultation?			
Reject the document		Approve and publish the document	X
Amendment required		Other (please provide details below)	

Declaration

I confirm that this equality analysis represents a fair and reasonable view of the implications of the document for all protected characteristic groups, and that appropriate actions have been identified to address the findings.

	CEIA owner
	Line manager (if appropriate)

Committee approval

Which Committee has this document gone before for approval?
Academic Leadership Group, Joint Liaison Group, People, Health and Equality Committee
Date of Committee meeting:

Following Committee consultation, what is the decision for this document?			
Reject the document		Approve and publish the document	
Amend the document		Other (please give details below)	

If the Committee requires that the document be amended, please list amendments below.