**Equality Impact Assessment**

**Marking and Assessment Boycott**

**SECTION A: ABOUT YOUR WORK**

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| Equality Impact Assessment completed by: |
| Name:  | Anne Lamb |
| Role:  | Director of Human Resources  |
| School/Department | Human Resources  |

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| [What is being assessed: (please select box to tick)](file:///C%3A%5C%5CUsers%5C%5CADED8%5C%5CAppData%5C%5CLocal%5C%5CMicrosoft%5C%5CWindows%5C%5CINetCache%5C%5CContent.Outlook%5C%5CBTXGCHQF%5C%5CIOA%20Policy.docx%22%20%5Cl%20%22_What_is_being) |
| [ ]  Strategy[x]  Policy[ ]  Process[ ]  Major event[ ]  Efficiency saving[ ]  Environmental Change (including Estates) |

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| [Who may be impacted by the change? (please select box to tick)](file:///C%3A%5CUsers%5CADED8%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CBTXGCHQF%5CIOA%20Policy.docx#_Who_may_be) |
| [x]  Staff[ ]  Students[ ]  Others e.g. external stakeholdersIf other, please specify…………………………………………………………………………………… |

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| Why is this work being undertaken and what are the intended outcomes and benefits? |
| UCU have initiated a marking and assessment boycott as a result of a national dispute on pay and other matters and the University has introduced this policy in response to the boycott.  |

*\*Please limit to 500 words*

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| [How will the intended outcomes of your work be delivered?](file:///C%3A%5CUsers%5CADED8%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CBTXGCHQF%5CIOA%20Policy.docx#_How_will_the) |
| A policy to withhold pay is not discriminatory per se – pay is withheld not on the basis of any protected characteristics but because of participation in the ASOS which is the choice of the individual member of staff. The decision to withhold pay is therefore not discriminatory. Requirements to declare participation in the ASOS are also unlikely to be discriminatory as there is no obvious reason why protected characteristics would impact on the ability to declare participation.  However, it is also necessary to consider whether the policy or practice of withholding pay has any particular impact as a result of protected characteristics. As taking industrial action is a personal choice we have examined the data of those who took industrial action in March 2023 to determine the likely make-up of those who may take part in the current ASOS. The characteristics are:* 4% of men compared with 2% of women participated in the strike action
* 1% of BAME staff compared with 3% of white staff participated in the strike action
* 6.5% of disabled staff compared with 3% of staff who are not disabled participated in the strike action

Therefore if the same staff that took strike action participate in the marking and assessment boycott, it is less likely to impact women and BAME staff. There is a small possibility that staff considered disabled could be more impacted, however given that the number is very small (12 people), the difference is not considered to be statistically significant. |

*\*Please limit to 500 words*

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| What evidence or consultation has been used to determine the impact on different groups?  |
| See above.  |

*\*Please limit to 500 words*

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| **What are the potential/actual impacts of the proposal on the following characteristics?** |
| **EIA Action Plan** |
| **Reviewed Characteristic** | **Positive Impact** | **Negative impact** | **Detail of impact**  | **Action to address negative impact or promote positive impact**  | **Owner of action** | **Timescale**  |
| **Age** |  |  | None |  |  |  |
| **Disability** |  |  | None |  |  |  |
| **Gender Reassignment**  |  |  | None |  |  |  |
| **Marriage and civil partnership** |  |  | None |  |  |  |
| **Pregnancy and maternity**  |  |  | None |  |  |  |
| **Race**  |  |  | None |  |  |  |
| **Religion or belief** |  |  | None |  |  |  |
| **Sex** |  |  | None |  |  |  |
| **Sexual Orientation** |  |  | None |  |  |  |

Completed EIA’s must be approved by the Dean, Director or Committee or Group with ownership of the policy or process.

**Signature of approver:** Richard Taylor, Chief Operating Officer

**Date:** May 2023