# Equality, Diversity and Inclusion Impact Assessment

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| **Title of Policy, Procedure, or Function:** Protection of Vulnerable Groups Policy |
| **School/Directorate:** People |
| **Author/Position:** Fiona MacAskill, Senior HR Partner |
| **Date Created:** 4/10/2022 |

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| 1. **Aims and purpose of Policy, Procedure, or Function:**   The University is committed to providing a safe and protected environment for its staff and students at all times.  The purpose of the policy is to ensure the University fully complies with relevant legislation and statutory guidance to ensure that, where relevant, employees and students are members of the Protection of Vulnerable Groups Scheme (PVG Scheme) which was introduced by the Protection of Vulnerable Groups (Scotland) Act 2007. | | |
| **2. Stakeholders:** University Staff, students, NHS boards, Schools, members of public who receive a regulated service e.g. Medical Patients, school children | | |
| **3. Additional Consultation/Involvement** | | |
| Organisation/person consulted or involved | Date, method, and by whom | Location of consultation records |
| Policy Review Group | 10 August 2022  24 August 2022  28 September 2022  Meetings | HR |
| PNCC | 1 November 2022  PNCC Meeting | HR |
| a) Brief summary of results of consultation indicating how this has affected the Policy, Procedure, or Function | | |
| Changes have been made to the policy and improvements were made to the policy wording as a result of Trade Union input. | | |
| **4. Monitoring** | | |
| a) Detail method of monitoring of the Policy, Procedure or Function and by whom | | |
| Compliance is monitored by Disclosure Scotland when submitting checks to ensure they are in line with legislation.  In the future, appropriate information on PVG checks for staff will be held within the HR system, which will allow enhanced reporting in relation to protected characteristics  Policy will be reviewed formally in November 2025 or earlier if required by a change in legislation. | | |
| b) Detail how monitoring results will be utilised to develop the Policy, Procedure, or Function | | |
| Feedback from Disclosure Scotland will be shared with counter signatories and relevent departments as required. Author to monitor changes in legislation to ensure ongoing compliance by the University | | |
| c) Timescale of monitoring including proposed dates | | |
| Policy will be reviewed within 3 years of approval and the Equality Impact Assessment will be reviewed at this time. | | |

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| **5. Impact assessment** | | | | |
| Select what impact there will be on each group | | | | |
| **Characteristic** | **Positive Impact** | **No Impact** | **Negative Impact** | **Not Applicable** |
| Age | x |  |  |  |
| British Sign Language (BSL) | x |  |  |  |
| Care Experienced or Estranged | x |  |  |  |
| Disability (impact may differ according to physical, cognitive, and mental health conditions) | x |  |  |  |
| Gender Reassignment | x |  |  |  |
| Marriage and Civil Partnership | x |  |  |  |
| Neurodivergent | x |  |  |  |
| Non-binary | x |  |  |  |
| Parents and carers | x |  |  |  |
| Pregnancy and Maternity | x |  |  |  |
| Race | x |  |  |  |
| Religion and Belief | x |  |  |  |
| Sex | x |  |  |  |
| Sexual Orientation | x |  |  |  |
| Socio-Economic Group | x |  |  |  |

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| a) For each negative impact identified above, please state your mitigating actions below with timescales. |
| b) How does this Policy, Procedure, or Function contribute to eliminating discrimination, harassment, victimisation, and advancing equality of opportunity? |
| Section 12 ‘Exploring the Relevance of Disclosure Information’ highlights the process for assessing PVG scheme records that are received and the relevance to the post applied for. This individual approach guided by legislation allows each case to be considered in relation to the requirements of the specific post applied for. |
| c) How is the Policy, Procedure, or Function likely to promote good relations between people with different protected characteristics? |
| The University is committed to providing a safe and protected environment for its staff and students at all times |
| **6. Publication** |
| a) Provide details of arrangements to publish the assessment:  To be published University website |
| **7. Review Date: Within 3 years of implementation** |

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| Author (name and position): Fiona MacAskill |
| Authors signature: |
| Equality, Diversity, and Inclusion Team member (name): |
| Equality, Diversity, and Inclusion Team member signature: |
| **8. Date of submission to Equality, Diversity, and Inclusion Committee:** |
| Approval (please highlight as appropriate)  Yes No |