

2020/21 Outcome Agreement

#4097876454

School/ Directorate

Academic and Corporate Governance

Person Responsible

Wesley Rennison

Created

10th February, 2021

Last Review

10th February, 2021

Status

Complete

Next Review

28th February, 2022

Screening Data

What is the name/title of the policy/activity?

2020/21 Outcome Agreement

Describe the aim, objective and intended consequences of the policy/activity.

This is the agreement between the Scottish Funding Council and University of Dundee and outlines our commitments in response to receipt of funding from Scottish Government.

Who is responsible for the policy/activity and who implements it?

The University Court approves the Outcome Agreement and University Executive Group (UEG) is responsible for its implementation. As a very broad and cross-cutting commitment to action, staff across the University and our partners in Dundee University Students' Association (DUSA) will deliver the commitments made in the outcome agreement.

Who is effected by this policy?

All Staff, students, applicants, enquirers, the public, companies we work with

Is there any indication that this policy is relevant to equality and the protected characteristics or that those with any of the protected characteristics will have a different experience in relation to the intended outcomes of the policy?

The Outcome Agreement is a summary of our policy and strategy across a number of areas and is constructed in response to the guidance set out by SFC. The document does not capture all of our activity in relation to protected characteristics, though it does contain commitments that can be explicitly linked to protected characteristics. These can be found here:

Paragraphs 14 to 16: contextual admissions

Paragraphs 30 to 34: Mental Health

Paragraph 35: Gender based violence

Paragraphs 43 to 47: Equalities and Diversity

The effectiveness of the policies, summarised in the Outcome Agreement, in making a difference for groups with protected characteristics is assessed in relation to specific policies. In general the policies of the University aim to have a positive impact on participation, access, representation and experience for staff, students and others with protected characteristics.

In moving to a shorter Outcome Agreement in line with the guidance from SFC, specific mention of some groups has been removed or detail reduced. It is important to note that this has been removed from the Outcome Agreement document only and the underlying policy environment remains in place for the University.

As such, there are no specific concerns to note.

Recommend this EA for Full Analysis?

Yes

Comments

As outlined in the previous section, the Outcome Agreement has relevance to equality and protected characteristics through its summarisation of our relevant policies (e.g. contextual admissions policy; safeguarding protocol, etc.). The Agreement sets out our commitment to equality and diversity and outlines the areas where we have initiatives to support applicants, students and staff in their journey with the University. The Agreement does not express the totality of our EDI activity, but rather highlights key parts in response to SFC Guidance.

Rate this EA

Low

Impact Assessment Data

Is this policy relevant to the protected characteristic of Age?

- Yes

We are committed to admitting students from different age groups, including adult returners to education (contextual admissions policy).

Is the policy relevant to the protected characteristic of Disability?

- Yes

We are committed to admitting students who have declared a disability (contextual admissions policy).

Is the policy relevant to the protected characteristic of Gender Reassignment?

- Yes

We are committed to admitting students regardless of gender. Transgendered status is one of our contextual flags in the admissions process.

Is the policy relevant to the protected characteristic of Marriage and Civil Partnership?

- No

We do not explicitly address this in the Outcome agreement.

Is the policy relevant to the protected characteristic of Pregnancy and Maternity?

- Yes

We offer support through the University Nursery to parents engaging in study.

Is the policy relevant to the protected characteristic of Race?

- Yes

We are committed to admitting students regardless of race and actively promoting a more diverse intake. The Outcome Agreement includes reference to our response to the issues highlighted by the Black Lives Matter movement.

Is the policy relevant to the protected characteristic of Religion and Belief?

- No

This is not specifically mentioned in the outcome agreement

Is the policy relevant to the protected characteristic of Sex?

- Yes

We are committed to admitting students regardless of gender/sex. The OA also outlines our policy for gender based violence. Transgendered status is one of our contextual flags in the admissions process.

Is the policy relevant to the protected characteristic of Sexual Orientation?

- Yes

We are committed to admitting students regardless of sexual orientation. Transgendered status is one of our contextual flags in the admissions process.

Taking account of the findings so far, is there a possibility that the implementation of this policy would result in a different experience or a detriment for those with protected characteristics?

- Yes

We do not expect the Outcome Agreement to result in any detriment to those with protected characteristics. The Outcome Agreement is a summary of our policy and strategy across a number of areas and is constructed in response to the guidance set out by SFC. The document does not capture all of our activity in relation to protected characteristics, and equality, diversity and inclusion, though it does contain commitments that can be explicitly linked to protected characteristics (as outlined above).

The Agreement has been through consultation with our Staff Unions and our Students' Association (DUSA) to help identify gaps or areas of concern. This consultation resulted in amendments and clarification that has improved our statements on these matters.

The Agreement has also been considered by our lead officers in the key areas that implement the policies that are summarised in the Agreement to ensure that the commitments set out are reasonable reflections of our intent and implementation.

Based on your findings so far, what recommendations or changes (if any) would you make in relation to the policy and how it is implemented?

The Outcome Agreement is a summary of more detailed policies and is constructed in direct response to the guidance issued by Scottish Funding Council. No changes are proposed to the current Outcome Agreement, however the more detailed policies are reviewed on a regular basis by the relevant officers and committees and changes arising from those review processes will be reflected in future iterations of the Outcome Agreement.

The Outcome Agreement document is part of a wider process of negotiation, measurement and self-evaluation. The self-evaluation process is helpful for identifying issues and feeding forward into the next iteration of agreements.

Following the process of consultation with Staff Unions and DUSA, input from the relevant lead officers, and the negotiation process with SFC, there are no recommendations that have not already been incorporated into this iteration of the Outcome Agreement. However, the wider process of negotiation and self-evaluation is not complete and recommendations arising from the process will feed into future iterations of the Agreement.

Where you have recommended actions/changes to the policy, what are the timescales for completion of these

31-07-2021

What monitoring arrangements do you have in place to identify changes in any impact or relevance?

The OA and progress are reviewed with the SFC, through the National Measures and the Self-evaluation process. These will be used to identify issues, propose improvements and consider the impact of our policies and activity.

Comments

This Impact Assessment highlights the iterative nature of the outcome agreement through negotiation with SFC, consultation with Staff Unions and DUSA, input from lead officers and the process of evaluation through national measures and self-evaluation.

This is an annual cycle, leading to ongoing improvements to our policy and activity as we move through each annual cycle.

There are no outstanding actions for the current cycle and the Outcome Agreement for 2020/21, though there will be issues highlighted through the broader process and actions arising from this. These will fit into the annual cycle as set out by the SFC each year in its guidance.

Organisation Sign-off Data

Having read the EIA, do you approve its findings and recommendations?

- Yes

What are your reasons for approving/not approving the EIA?

The EIA sets out the relationship between the OA and the funders and the links between individual policies and processes within the University that could have a bearing on protected characteristics. The process of agreeing the OA is a consultative one, involving staff and student, and is iterative, with continual redrafting and reflection. I am content that sufficient consideration has been given to equality, diversity and inclusion, although it is to be remembered that the OA also reflects government areas for focus.

I can see no area where individuals with protected characteristics will be directly or indirectly disadvantaged by the OA beyond our commitments to support government initiatives.

If you have approved the EIA, do you agree with the monitoring arrangements in place?

- Yes

Where you have not approved the monitoring process, what other steps do you require to be taken?

N/A

Comments

The process of consultation on the OA has been inclusive and wide-ranging. I am content that appropriate consideration has been given to issues of protected characteristics and EDI in general. I do not see that there are any direct or indirect effects on individuals with protected characteristics, beyond any requirement of the funding body or the government through its own policies and initiatives.

The OA is agreed on an annual cycle, the next review will be in agreeing the OA for the next cycle.

Next Review Date

2022-02-28

Outstanding Actions

No outstanding actions