

GSA SUMMARY REPORT OF EQUALITY CONSIDERATION AND ASSESSMENT OF EQUALITY IMPACT

Date of Assessment:	February 2015	
School / Department:	GSA Policy	
Lead member of staff:	Jill Hammond Head of Student Support and Development	
Location of impact assessment documentation (contact or web link):	j.hammond@gsa.ac.uk	
Area of decision making / Title of policy, procedure or relevant practice:	Student Pregnancy and Maternity Policy	
Please indicate if this is:	New:	<input checked="" type="checkbox"/>
	Existing/Reviewed:	<input type="checkbox"/>
	Revised/Updated:	<input type="checkbox"/>
<p>Summary of how equality, diversity and participation have been considered and due regard given to the Public Sector Equality Duty (PSED):</p> <p>This policy seeks to ensure that neither pregnancy nor caring for children under the age of six months constitute, in themselves, a barrier to a student starting, successfully undertaking or completing a programme of study at GSA.</p> <p>Due regard has been given to the PSED throughout the development of the policy with particular reference to ensuring that students are not discriminated against as a consequence of pregnancy or maternity and that a framework for the consideration and support of individual need is consistently implemented therefore contributing to good relations.</p>		
<p>Evidence used to make your assessment:</p> <p>The policy is aligned with sector guidance and regulatory requirements and formalises practice at GSA to date. The policy and guidance was piloted with two pregnant students in the twelve months prior to its formal adoption and the experience of the students concerned and both academic and professional support colleagues contributed to assessment of impact at each stage of development and review.</p>		
<p>Outline any positive or negative impacts you have identified:</p> <p>The policy has a positive impact for students who are pregnant or have children under the age of six months. The policy:</p> <ul style="list-style-type: none"> • Defines the responsibilities of the student and of GSA • Puts in place a process for student centred consideration of individual need and an expectation that reasonable needs are met in the learning and teaching environment. (preventing discrimination and advancing equality) • Acknowledges the limitations of choice for students in some circumstances as a consequence of statutory and regulatory frameworks such as Health and Safety and UK Immigration regulations and seeks to mitigate these by signposting to information, guidance and support mechanisms that assist the student in making informed decisions that do not disadvantage them in their studies. • Advocates a collaborative and flexible approach to emergent need with regular review to ensure responsiveness. <p>The maternity support policy has a positive impact in that it is applicable to women and men with children under the age of 6 months including those who adopt.</p>		

Summary of the actions you have taken or plan to take as a result:

(Please attach your action plan)

- The student support department will continue to support students and staff in the development pregnancy and maternity support plans ensuring consistency of implementation in response to individual need and supporting staff capability.
- Implementation will be monitored and the policy reviewed on a three yearly cycle with earlier review where evidence suggests this is necessary or where the regulatory framework changes.
- The GSA Leave of Absence Policy has been reviewed and aligned with this policy ensuring that pregnancy and maternity is a valid reason to apply for leave of absence.

The policy is not anticipated to have a negative impact on any protected characteristic.

Summary of what you anticipate will change as a result of your actions and where / when these will be reported and reviewed:

It is anticipated that GSA's approach to pregnancy and maternity support will be more firmly understood in an equality context and this will contribute to the further development of inclusive learning and teaching practice for all.

Student complaints and academic appeals arising in relation to the implementation of this policy will be reported and through the academic committee structure and any quality enhancement issues arising addressed.

State how these changes will contribute to the delivery of GSA's equality outcomes:

The development and implementation of this policy will contribute to Equality Outcome 2 in relation to sexual orientation and to Equality Outcome 7 as it impacts on inclusive curriculum development and engagement with diverse identities.

The outcome of your assessment:

No action – no potential adverse impact

Amendments or changes to remove barriers / promote positive impact

Proceed with awareness of adverse impact

Sign-off, authorisation and publishing:**Review Lead**

Name	Jill Hammond
Position	Head of Student Support and Development
Signature	Jill Hammond
Date	February 2015

Executive Lead

Name	Craig Williamson
Position	Registrar
Signature	Craig Williamson

Date	March 2015
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Equality Lead (Head of Student Support and Development)

Name	Jill Hammond
Signature	Jill Hammond
Date	April 2015