

## Rapid Impact Assessment

A Rapid Impact Assessment should be a first step in the policy/strategy making process. It directs the development of the action required and shapes the assessment areas. If the policymaking team do not know the answers, further evidence and insight should be sought. **If** an organisation does not have established links to representative of faith groups, or organisations that advocate on behalf of different groups sharing a protected characteristic **it should** a) take steps to create such a network and b) access networks and sources of evidence and insight used by other public bodies.

### Interim Outcome Agreements for AY2020-21 based on SFC Outcomes and Impact Framework

#### Which protected characteristic groups will be affected by this strategy/aim/outcome/policy?

This strategic guidance could affect all groups below, and specifically looks to promote outcomes for groups listed. We will ensure all institutions have equality impact assessed their Outcome Agreement and have a commitment to advance equality and diversity in relation to specific outcomes where appropriate.

Our Interim Guidance sets out the SFC's strategic priorities and ambitions for the sector, links to our Strategic Framework and Scottish Government priorities. We are mindful of the intersect between policies and priorities, and will monitor their impact to ensure there are no unintended consequences.

This strategic guidance pulls together policy priorities from across the SFC, which have undergone separate EIA assessments and this EIA represents the aggregation of these assessments. Any new policies have an early review date, and all existing policies have regular reviews as standard practice.

- Minority ethnic people (Including gypsy/traveller, refugee, showpeople, asylum seekers, individual ethnicities grouped within BME).
- Women & Men.
- Transgender, Non-Binary.
- Members of different religious/faith groups (Diet / days of worship / physical contact/dress).
- Disabled people (physical/mental health, neurodiversity, long term conditions: Cancer/Crohns/MS/Rheumatoid Arthritis etc).
- Older people/younger people/children.
- Lesbian, Gay, Bisexual , ...

<ul style="list-style-type: none"> <li>• SIMD 20.</li> <li>• Homeless.</li> <li>• Care-experienced.</li> <li>• Estranged students.</li> <li>• People involved /previously involved in criminal justice system.</li> <li>• Academic staff.</li> <li>• Support staff.</li> <li>• Management staff .</li> <li>• International staff.</li> </ul> <p>Any other groups?</p>	
<p>The strategic guidance looks to positively impact the areas below and address any inequalities in outcomes and experience by protected characteristics.</p> <ul style="list-style-type: none"> <li>• Access to education.</li> <li>• Attainment.</li> <li>• Positive destinations.</li> <li>• Health &amp; Wellbeing.</li> <li>• Promotion / Development.</li> <li>• Research activity.</li> </ul>	<p><b>What positive impacts will there be?</b> Improved access to education, rates of attainment and positive destinations.</p> <p><b>What negative impacts will there be?</b> None</p> <p><b>Which groups will be affected?</b> Potential for all groups above as listed.</p>
<p><b>Will the activity have an impact on the social environment? Yes</b></p> <ul style="list-style-type: none"> <li>• Social status.</li> <li>• Income.</li> <li>• Social/family support &amp; networks.</li> <li>• Stress / health / wellbeing.</li> <li>• Employment.</li> <li>• Work placements.</li> <li>• Volunteering.</li> </ul>	<p>The strategic guidance directs institutions to consider how they can increase participation levels of disadvantaged groups and under-represented groups by protected characteristic.</p> <p>While on their programmes the guidance directs institutions to support the student experience and progression of staff and students, including increasing work placements, support for health and wellbeing. The same issues around health and well-being also apply to staff.</p>
<p><b>Will the proposal have any impact on: Discrimination? Yes</b></p>	<p><b>Here we should think about how our awareness raising / messaging could impact on these key areas.</b></p>

<p><b>Equality of opportunity</b> Yes</p> <p><b>Relations between groups?</b> Yes</p>	<p>There is also an expectation that action is taken to improve management information (protected characteristic data) with regard to equalities priorities (eg mental health and gender based violence).</p>
<p><b>Will the proposal have an impact on the physical environment, for example will there be impacts on:</b></p> <ul style="list-style-type: none"> <li>• <b>Living conditions?</b> Yes</li> <li>• <b>Working conditions?</b> Yes</li> <li>• <b>Study space?</b> Yes</li> <li>• <b>Pollution/climate change?</b> Yes</li> <li>• <b>Public safety?</b> Yes</li> </ul>	<p><b>Here we can think about how our work links to other strategic objectives or policy areas. (These may not be the main driver for our policy/strategy)</b></p> <p>The guidance links to other policies SFC is promoting including Public Health, Fair Work and Climate Change.</p>
<p><b>Will the proposal affect access to and experience of services? Yes</b></p> <ul style="list-style-type: none"> <li>• Health care</li> <li>• Transport</li> <li>• Social Services</li> <li>• Housing services</li> <li>• Helplines – eg Rape crisis / Citizens advice</li> <li>• Justice</li> <li>• Faith</li> </ul> <p><b>Will the current provision of services affect your planned activity, e.g. infrequent bus service, health care information only available in English?</b></p>	<p><b>Here we want to identify external factors that might inhibit or support our policy.</b></p> <p>SFC is working with partners to support our guidance, including Universities and Colleges, Universities Scotland, Colleges Scotland, Students Associations, third sector bodies and staff unions.</p>