

Environmental Sustainability Policy

Equality Impact Assessment

September 2012

Please complete and return by email to Mohammed Hameed, Diversity Partner
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Faculty/Service Area Property & Facilities	Date of Assessment Monday 24 September 2012	Name of the proposal to be assessed Environmental Sustainability Policy	Person responsible for the assessment Jamie Pearson
Who was present at the EIA? Please list: Grant Ferguson Jamie Pearson	Is this a new or existing proposal?	The Environmental Sustainability Policy has recently been updated. This Assessment will therefore supersede the EIA completed on the Policy in 2009.	When will this proposal be reviewed? During September 2013 in-line with the annual ratification of the updated Policy.
1. Briefly describe the aims, objectives and purpose of the proposal	The Environmental Sustainability Policy draws together the commitment within Edinburgh Napier to reduce the overall environmental footprint of the University.		
2. Who is intended to benefit from the proposal and in what way?	All staff, students and visitors to the University will benefit from all proposals detailed in the Plan. The wider community will also benefit in terms of the University and University population meeting national environmental targets set by local and national Government.		
3. What outcomes are wanted from this proposal?	The objectives set within the Policy will drive forward the environmental commitment of the University, including the protection and enhancement of biodiversity on all campuses for example.		
4. What factors/forces could contribute/detract from the outcomes?	Lack of managerial commitment, lack of support from staff and students and lack of financial support for energy projects for instance could detract from the stated outcomes. But will instead hopefully be positive contributors to the Plan. The University will also be influenced by strategies set by organisations such as the Scottish Government. The University will work with a range of local environmental networks and partner organisations to positively influence all work carried out, ensuring community links where possible.		

5. Is it likely that the proposal could have a positive or negative impact on minority ethnic groups? What evidence (either presumed or otherwise) do you have for this?	N	Environmental Sustainability Policy: "Ensure that all students, staff and visitors are aware of our corporate environmental work so that they can make informed personal decisions to reduce their own environmental impact". Staff and students will make their own decisions from generic information provided. All staff and students will have access to the same activities organised through the Policy and will have access to the same information.
6. Is it likely that the proposal could have a positive or negative impact due to gender (including pregnancy and maternity)? What evidence (either presumed or otherwise) do you have for this?	N	As per section 5.
7. Is it likely that the proposal could have a positive or negative impact due to disability? What evidence (either presumed or otherwise) do you have for this?	N	As per section 5.
8. Is it likely that the proposal could have a positive or negative impact on people due to sexual orientation? What evidence (either presumed or otherwise) do you have for this?	N	As per section 5.
9. Is it likely that the proposal could have a positive or negative impact on people due to their age? What evidence (either presumed or otherwise) do you have for this?	N	As per section 5.
10. Is it likely that the proposal could have a positive or negative impact on people due to their religious belief (or none)? What evidence (either presumed or otherwise) do you have for this?	N	As per section 5.

11. Is it likely that the proposal could have a positive or negative impact on people with dependants/caring responsibilities? What evidence (either presumed or otherwise) do you have for this?	N	As per section 5.
12. Is it likely that the proposal could have a positive or negative impact on people due to them being transgender or transsexual? What evidence (either presumed or otherwise) do you have for this?	N	As per section 5.
13. Is it likely that the proposal could have a positive or negative impact on people due to their marital or civil partnership status? What evidence (either presumed or otherwise) do you have for this?	N	As per section 5.
14. Can any adverse impact be justified on the grounds of promoting equality of opportunity for a particular group? (For example, the proposal may be deliberately designed to promote equality for disabled people but may run the risk of this being at the expense of non-disabled people which is permissible under law).	N	As per section 5.