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| **Equality Impact Analysis:** | |
| **Policy / Project / Function:** | Criteria Guidance to Institutions on Fire Safety & Sustainability |
| **Date of Analysis:** | 9 July 2021 |
| **Analysis Rating:**    (See Completion Notes) | **Green** |
| **Type of Analysis Performed:** | Policy Analysis |
| **Please list any other policies**  **that are related to or referred**  **to as part of this analysis** | Criteria for the Prescription of Qualifications at Parts 1, 2 & 3 |
| **Who does the policy, project or**  **function affect ?** | Students  Institutions of Higher Education  Members of the public / users of architectural services |

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| **Equality Impact Analysis:** | |
| **What are the aims and intended effects of this policy, project or function ?** | To improve the competence of future architects in the practice areas of life & fire safety, and environmental sustainability |
| **Is any Equality Data available**  **relating to the use or**  **implementation of this policy,**  **project or function?**    (See Completion notes) | No |
| **List any Consultation e.g. with**  **employees, service users,**  **Unions or members of the**  **public that has taken place in**  **the development or**  **implementation of this policy,**  **project or function** | Formal consultation carried out, with particular emphasis on seeking the views of institutes, and students who will be affected by the proposed guidance. |
| **Financial Analysis**    If applicable, state any relevant cost implications  (e.g. expenses, returns or savings) as a direct result  of the implementation of this policy, project or  function | No financial analysis carried out |

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| **Equality Impact Assessment Test:** | | | | |
| **What impact will the implementation of this policy, project or function have on employees, service**  **users or other people who share characteristics protected by *The Equality Act 2010* ?** | | | | |
| **Protected**  **Characteristic:** | **Neutral**  **Impact:** | **Positive**  **Impact:** | **Negative**  **Impact:** | **Evidence of impact and if applicable, justification where a *Genuine Determining Reason* exists** |
| **Gender**  (Men and Women) | x |  |  |  |
| **Race**  (All Racial Groups) | X |  |  |  |
| **Disability**  (Mental, Physical and  Carers of Disabled people) |  | X |  | Tackling climate change through reduced carbon emissions has the potential to benefit groups vulnerable to heat and air pollution.  Designing safer buildings has the potential to benefit groups of lower mobility who are at greater risk in respect of means of escape. |
| **Religion or Belief** | X |  |  |  |
| **Sexual Orientation**  (Heterosexual, Homosexual  and Bisexual) | X |  |  |  |
| **Equality Impact Assessment Test:** | | | | |
| **What impact will the implementation of this policy, project or function have on employees, service**  **users or other people who share characteristics protected by *The Equality Act 2010* ?** | | | | |
| **Protected**  **Characteristic:** | **Neutral**  **Impact:** | **Positive**  **Impact:** | **Negative**  **Impact:** | **Evidence of impact and if applicable, justification**  **where a *Genuine Determining Reason* exists** |
| **Pregnancy and Maternity** | X |  |  |  |
| **Marital Status** | X |  |  |  |
| **Transgender** | X |  |  |  |
| **Age** |  | x |  | Tackling climate change through reduced carbon emissions has the potential to benefit groups vulnerable to heat and air pollution.  Designing safer buildings has the potential to benefit groups of lower mobility who are at greater risk in respect of means of escape. |

**This Equality Impact Analysis was completed by:** Simon Howard, Director of Regulation

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| **Completion Notes:** | |
| **Analysis Ratings:** | After completing this document, rate the overall analysis as follows:  **Red:** As a result of performing this analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* It is recommended that the use of the activity or policy be suspended until further work or analysis is performed.  **Red Amber:** As a result of performing this analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* However, a genuine determining reason may exist that could legitimise or justify the use of this activity or policy and further professional advice should be taken.  **Amber:** As a result of performing this analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the *Action Planning s*ection of this document.  **Green:** As a result of performing this analysis, the policy or activity does not appear to have any adverse effects on people who share *Protected Characteristics* and no further actions are recommended at this stage. |
| **Equality Data:** | Equality data is internal or external information that may indicate how the activity or policy being analysed can affect different groups of people who share the nine *Protected Characteristics* – referred to hereafter as *‘Equality Groups’.*  Examples of *Equality Data* include: (this list is not definitive)  1: Application success rates by *Equality Groups*  2: Complaints by *Equality Groups*  3: Service usage and withdrawal of services by *Equality Groups*  4: Grievances or decisions upheld and dismissed by *Equality Groups* |
| **Legal Status:** | This document is designed to assist organisations in *“Identifying and eliminating unlawful Discrimination, Harassment and Victimisation”* as required by *The Equality Act Public Sector Duty 2011.* An Equality Impact Analysis is not, in itself, legally binding and should not be used as a substitute for legal or other professional advice. |
| ***Genuine***  ***Determining***  ***Reason*** | Certain discrimination may be capable of being justified on the grounds that:   1. *A genuine determining reason exists* 2. *The action is proportionate to the legitimate aims of the organisation*   Where this is identified, it is recommended that professional and legal advice is sought prior to completing an Equality Impact Analysis. |