

Careers Education, Information, Advice and Guidance Policy

Equality Impact Assessment Summary

March 2017

The policy defines expectations of executive office and academic partners in the delivery of careers and employability services to students. This policy aims to achieve consistency of careers and employability provision across the partnership, ensuring that all students (and recent graduates) have access to appropriate equivalent services.

Consultation on the original policy took place with Subject Network Leaders, Deans and representatives from each Academic Partner. The revised policy has gone through a consultation process with the Careers and Employability Practitioners' Group (which contains a representative from each academic partner, and a representative from Highlands and Islands Student Association [HISA]). The policy is written in line with the QAA code of practice (which includes an indicator on the commitment to the principle of equity) and the Association of Graduate Careers Advisory Services (AGCAS) code of practice (which includes commitments to accessibility and equality and diversity).

Due attention was also given to the Equality Act 2010 in writing the policy. Implementation of the policy is managed through the careers and employability centre, and the university wide careers and employability practitioners' group.

The policy (and implementation of the policy) will impact positively on those with protected backgrounds and it is a key mechanism for ensuring equal access to services for all students and recent graduates; and for quality assurance of services to ensure that they are delivered in a professional and non-discriminatory manner.