

Equality Impact Assessment

Date written: 02/06/2026

Date of most recent update: 12/08/2026

The [EIA Guide](#) provides advice on completing an EIA. An EIA should:

- Demonstrate steps taken to assess the equality impact of the work, and any impact found.
- Respond to negative impact by identifying changes or mitigations (where needed).
- Build in review to identify unforeseen impacts and assess if mitigations are working.

Background

Title of work being assessed: Business Continuity Planning Policy

Owner(s): Dr Chris Twine, University Secretary

Brief outline of the work including purpose/aims:

The effective management of institutional resilience through robust business continuity planning supports and enables the sustainability of University operations whilst supporting the health and welfare of its staff, students and visitors. The purpose of this policy is to define, formalise and clarify roles and responsibilities in relation to the University's approach and commitment to business continuity.

Who does this work affect?

All University Staff

Impact

What has been done to check the equality impact of the work, and what was found?

Consideration of the impact categories provided via the Equality Impact Assessment Guidance webpages against the proposed updates to the policy. As the proposed changes are minor updates to roles, responsibilities and hyperlinks there were no notable impacts identified

Does the work...

- **Support our Social Inclusion objectives?** (See our [Social Inclusion Strategy](#)).
- **Reflect our institutional values?** (Read our guidance on [values-based EIAs](#)).
- **Include positive action?** (See an explanation of [legal positive action](#)).
- **Impact on free speech/academic freedom?** (Read our guidance on [free speech](#)).

If yes, please provide detail below:

N/A

Mitigation

If negative impact is found, what change(s) and/or what mitigation(s) will you make?

N/A

Review

Date for the EIA to be reviewed:

12/08/2029