

# Equality Impact Assessment

**Date written:**

23/06/2025

**Date of most recent update:**

23/06/2025

**Owner(s):**

Neil Slattery, Head of Risk and Resilience

**Title of work being assessed:**

Risk Management Policy

## Background

**Brief outline of the work including purpose/aims:**

Re-write of the University Risk Management Policy.

**Who does this work affect?**

The risk management policy is most applicable to the roles identified within the 'Responsibilities' section (4) of the policy but applies to all University employees and subsidiaries.

## Impact

**What has been done to check if there are implications of this work for different groups, and what was found?**

Consideration has been made for how the changes to the policy may negatively impact or disproportionately impact people with protected characteristics under the Equality Act 2010, which includes age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. No significant impact was identified in any of these key areas.

**Are there aspects of this work that contribute to our social inclusion aims?**

Our aims are to increase staff and student diversity, develop an inclusive culture, and increase Warwick's regional and national leadership in social inclusion.

The effective management of risk across the University will help to identify potential risks that could negatively impact on our social inclusion strategy and the appropriate mitigation required to treat these risks in-line with the University's risk appetite statements.

## Mitigation

**If negative implications are found, what changes will you make to the work and/or what mitigation will you put in place?**

If unforeseen negative impacts are identified following approval and implementation of the policy, the policy will be reviewed and appropriate changes considered to accommodate.

**If it is not possible to change or mitigate as there are no other proportionate means to achieve the aims, supply a justification for why this is the case:**

N/A

# Review

**Date for the EIA to be reviewed:**

23/06/2028

**Person responsible for the review:**

Neil Slattery, Head of Risk and Resilience