GSA SUMMARY REPORT OF EQUALITY CONSIDERATION AND ASSESSMENT OF EQUALITY IMPACT

Date of Assessment:	9th June 2016
School or Executive Group Area:	Deputy Director (Academic)
Department:	Research and Doctoral Studies
Lead member of staff: e-mail:	Nicola Siminson, Institutional Repository and Records Manager (IRRM) n.siminson@gsa.ac.uk
Area of decision making/title of policy, procedure, programme or relevant practice:	GSA Open Access Policy

Please indicate if this is:	New:	✓
	Existing/Reviewed:	☐

1. Summary of how equality, diversity and participation have been considered and due regard given to the Public Sector Equality Duty (PSED):

Equality, diversity and participation have recently been considered as part of the first full review of the GSA Open Access Policy The policy is designed to explain the nature and benefits of OA (including increased access to research outputs by wider society), and sets out the roles and responsibilities of GSA research staff, as well as Research and Doctoral Studies and Learning Resources staff.

The IRRM has reviewed the GSA Open Access Policy in detail, giving due regard to the three needs of the PSED and considering equality in relation to all protected characteristic groups.

2. Evidence used to make your assessment:

There is no evidence that this policy has a negative impact; it is anticipated that impact will be positive, regardless of protected characteristic, in that research outputs will be made freely available wherever possible, and support is available to researchers in adhering to this policy.

3. Outline any positive or negative impacts you have identified:

- There is potential for positive equality impact where open access to research provides perspectives which reflect the interests or different perspectives of protected characteristic groups, prompting discussion which could advance equality and foster good relations.
- There is potential for both positive and negative equality impact in the policy's preference for "green" OA. On the one hand, research outputs can be disseminated more swiftly by uploading the author's final version of an article, for instance, to the GSA's research repository RADAR (which is openly available to the world). However, a publisher's policy may dictate that this author version must remain under embargo (and therefore closed access) for a longer period than the publisher's version, which may carry an Article Processing Charge to enable immediate availability upon publication, via the publisher's own website (i.e. "gold" OA); the GSA's policy preference for green OA may therefore inadvertently prevent or delay dissemination, thereby reducing the above benefits of OA.
- The policy has been strengthened in terms of providing fuller guidance to its intended audience, as incomplete guidance has the potential to deliver negative equality impact (if staff cannot currently access the guidance or support they might need, for example).

4. Actions you have taken or planned as a result of your findings:
(Please complete the action plan in this section)

Action	Equality Impact	Person responsible	Time frame
Amend policy document to ensure that: • references are more comprehensive (e.g. to SFC as well as HEFCE); • availability of guidance and support is more clearly signposted; • a link is made to the GSA Research Data Management Policy.	By adding further detail and strengthening the guidance available, the potential for negative equality impact will be reduced.	Nicola Siminson	October 2016 – **completed**
Utilise the RADAR repository to monitor (by protected characteristic) the publication of research outputs where gold OA fees have been paid, to identify any differentials that may appear (e.g. by gender), and report the outcome to RKEC on an annual basis.	By monitoring payment of gold OA fees, any potential negative impact can be identified, addressed and reduced.	Nicola Siminson and Dawn Pike	October 2017
Provide training on OA, raising awareness of its benefits and the implications for GSA staff.	By providing training on OA, any potential negative impact can be identified and addressed, and positive impact identified and articulated.	Nicola Siminson and Dawn Pike	October 2017

5. Where/when will progress and the outcomes of your actions be reported and reviewed:

Progress and the outcomes of the above actions will be reported to and reviewed by the GSA Research and Knowledge Exchange Committee (RKEC), which meets on a termly basis.

6. How will your actions and intended outcomes contribute to the delivery of GSA's equality outcomes:

This policy contributes to the delivery of Equality Outcomes 1, 2, 3 and 4 by contributing to an organisational culture where staff are supported, regardless of protected characteristic, to access and publish research, contributing to career progression.

The outcome of your assessment:

No action (no potential for negative or positive impact)	☐
Action to remove barriers/mitigate negative impact	☐
Action to promote positive impact	✓

Sign-off, authorisation and publishing

Review Lead

Name	Nicola Siminson
Position	Institutional Repository and Records Manager (IRRM)
Signature	**Nicola Siminson**
Date	**22/11/2016**

Executive Lead

Name	Ken Neil
Position	Deputy Director (Academic)
Signature	**Ken Neil**
Date	**02.12.16**

Equality Lead (Head of Student Support and Development)

Signature	**Jill Hammond**
Date	**23.11.2016**