

## GSA SUMMARY REPORT OF EQUALITY CONSIDERATION AND ASSESSMENT OF EQUALITY IMPACT

Date of Assessment:	30 <sup>th</sup> September 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) <a href="mailto:n.siminson@gsa.ac.uk">n.siminson@gsa.ac.uk</a>	
Area of decision making/title of policy, procedure, programme or relevant practice:	GSA Research Data Management Policy	
Please indicate if this is:	New:	<input checked="" type="checkbox"/>
	Existing/Reviewed:	<input type="checkbox"/>
<p><b>1. Summary of how equality, diversity and participation have been considered and due regard given to the Public Sector Equality Duty (PSED):</b></p> <p>The purpose of the GSA <b>Research Data Management Policy</b> is to explain the nature and benefits of research data management (RDM) and curation (including increased access to research outputs by wider society), and sets out the roles and responsibilities of the GSA and its research staff and students.</p> <p>The IRRM has reviewed the policy in detail, giving due regard to the three needs of the PSED, and considering equality in relation to all protected characteristic groups.</p>		
<p><b>2. Evidence used to make your assessment:</b></p> <p>The purpose of the policy is in itself neutral, given its aim to set out the nature and benefit of effective research data management, regardless of protected characteristics, and in line with ethical and statutory requirements.</p> <p>No evidence of negative impact of this policy has been gathered, and it is anticipated that impact will be positive, regardless of protected characteristic. Any potential negative impact on protected characteristic groups in the implementation of the policy will be mediated and managed through the rigorous application of the GSA Research Ethics Policy and processes, which directly reference the requirements of the Equality Act 2010.</p>		
<p><b>3. Outline any positive or negative impacts you have identified:</b></p> <p>There is potential for positive equality impact:</p> <ul style="list-style-type: none"> <li>• where research data that is preserved, described and shared reflects the interests or perspectives of protected characteristic groups, prompting discussion and contributing to an evidence base which could advance equality and foster good relations;</li> <li>• where this policy supports compliance with internal and external statutory and regulatory requirements and good practice, including the GSA's Data Protection Policy, the GSA Research Ethics Policy, Human Rights legislation and the Equality Act, particularly in relation to sensitive data;</li> <li>• in the implementation of this policy as a consequence of the provision of support, guidance and dissemination of best practice around research data management.</li> </ul>		

**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: <ul style="list-style-type: none"> <li>• references are more comprehensive (e.g. to other research funders, as well as RCUK);</li> <li>• availability of guidance and support is clearly signposted;</li> <li>• a link is made to the GSA Records Management Policy.</li> </ul>	By adding further detail and strengthening the guidance available, the potential for positive equality impact will be enhanced.	Nicola Siminson	October 2016 – <b>completed</b>
Provide training on RDM, raising awareness of what constitutes research data at the GSA, and how this needs to be managed and curated, including personal and sensitive data.	By providing training on RDM, any potential negative impact can be identified and subsequently 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:**

Provision of guidance and support in the implementation of this policy will enable staff and students to utilise and benefit from good research data management practice, and support evidence based consideration of the needs and perspectives of protected characteristic groups, both within and outwith the GSA.

**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	<b>Nicola Siminson</b>
Date	<b>22/11/2016</b>

### Executive Lead

Name	Ken Neil
Position	Deputy Director (Academic)
Signature	<b>Ken Neil</b>
Date	<b>02.12.16</b>

### Equality Lead (Head of Student Support and Development)

Signature	<b>Jill Hammond</b>
Date	<b>23.11.16</b>