

Equality Analysis

Name of policy	Teaching Constraints
Owner of policy	April McMahon
Equality Analysis completed by	Anne-Marie Baker
Date of Equality Analysis	August 2018

1. What is the purpose of the policy/process and the rationale for change?

A Teaching Constraints Policy is being introduced to address the high volumes of Teaching Constraints submitted to the Timetabling Office which is impacting on the ability to produce an operational timetable

2. Who has been consulted in the development of the policy or the proposed change?

The Policy has been developed by a Task and Finish Group. Members of the Athena SWAN project team have been consulted.

3. Is there likely to be any impact on staff and students relating to the protected characteristics:

Protected characteristic	Describe the nature of any direct or indirect impact (positive or negative) and how this has been addressed or considered
Age	None
Disability	For members of staff applying for a Teaching Constraint on the basis of a disability, the Policy will contain information on how this will be managed through the existing Disability in Employment Policy
Gender reassignment	Periods of leave related to gender reassignment that may affect teaching availability will be managed through existing processes for covering staff leave
Marriage and civil partnership	None
Pregnancy and maternity	Where teaching availability is affected by pregnancy (for example as a result of a pregnancy risk assessment) or maternity leave, the Policy will contain information on how this will be managed through the existing Maternity Leave Policy and Procedure
Race	None
Religion or belief	The Policy will cite 'necessary religious observance' as a valid reason for applying for a Teaching Constraint and explain that necessary religious observance are those required by a faith community in order to be a faithful member and are distinct from desirable observances,

	which would not be considered a valid reason for a Teaching Constraint application
Sex	Whilst there is not a direct impact of the Policy relating to a person's sex, it is known that the current process for Teaching Constraints accommodates applications based on childcare arrangements and caring responsibilities and that these may be met disproportionately by female staff. The Policy will allow for applications to change teaching availability on these grounds by following the existing Flexible Working Policy and Procedure
Sexual Orientation	None