

<https://www.ram.ac.uk/about-us/equality/equality-monitoring> Equality Impact Assessment

Department	Registry
Policy/project etc. being screened	Student Record Management System Project

Could the policy/project etc. have an adverse impact on equality in relation to:

- Age
- Disability
- Gender or Gender Re-assignment
- Marriage or Civil Partnerships
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sexual Orientation

Procurement of a system using an existing procurement framework, which is equality and diversity compliant.

Design and implementation of a new system, including archiving and migration of existing data. Design will include designing new work processes, and will introduce a number of new self service functions for staff (e.g. reports, leave of absence, special circumstances and interruption of study processes and students (e.g. contact details, student transcripts, fee management).

System testing and training will take place prior to the new system going live.

Students and staff are the stakeholders most affected by the new project.

Does this policy/project etc. provide opportunities to make a positive impact on equality?

The new system, which will be web based and device independent, will meet the accessibility requirements of the Equality Act and will therefore be more suitable for students/staff with visual impairment and dyslexia conditions.

What evidence has been considered in the above?

No specific analysis has taken place on the stakeholders, as all data is already held on the existing system. This will merely be migrated to a new system.

The system will be tested for accessibility as part of the testing process which will be undertaken in conjunction with the Academy's Communication Department.

Date: 3 July 2019