

Equality Impact Assessment Form

Please ensure you have read the EIA Policy and Guidance document before completing this form. If you need assistance, please contact the EDU. Please return the completed form to the EDU.

STEP 1 – Define policy/practice		
i. Name of policy/practice/significant change		
Mary Gibbs Dunlop Doctoral Scholarships to support underrepresented groups in Engineering: Women		
ii. Owner of policy/practice (College, School/Research Institute or Service)		
James Watt School of Engineering		
iii. Date of policy/practice approved		
iv. Approved by? (Committee, College, School or Service)		
JWSE and EDI (HR)		
STEP 2 – Description of policy/practice		
i. What are the aims?		
The JWSE will fund up to three PhD Scholarships annually for academically excellent female students undertaking doctoral research within the school (full or part time). This is a positive action measure addressing the underrepresentation of women in Engineering both at University and National level. The PhDs will be funded via the Mary Gibb Dunlop Endowment Fund. In the first instance we will support female students, but plan to expand to other underrepresented groups as we gather data to support associated EDIs.		
ii. Who does it cover?		
Female (or identifying as female)		
iii. How often is this policy/practice reviewed?		
Annually		
STEP 3 – Could there be any implications for a protected characteristic group (as defined by the Equality Act 2010) in this (or the development of) policy/practice?		
STEP 3a – Yes, there is a potential implication or barrier for a protected characteristic group.		
Please tick all that are relevant		
Protected Characteristics	Tick ✓	Notes
Age		
Disability (including BSL users)		
Gender Reassignment (including Gender Neutral Language)	✓	
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex	✓	
Sexual Orientation		
If any of the above have been ticked - Go to Step 4		

STEP 3b – No, there are no potential implication or barrier for a protected characteristic group.
Go to Step 8

STEP 4 – What evidence do you have for this conclusion (potential implication for a protected characteristic group)?
Briefly explain:
Women (including transwomen) are underrepresented in Engineering. JWSE Female PGR over the last five years represented 24 -27% of the overall community (Figure 1). Since 2017/18 our female population has been above both National and Russel group averages, which sits at only ~21% (2018/19), evidencing the under-representation of females undertaking PhDs in engineering nationally. While we are now above the national average, women are still under-represented and JWSE continues to work to to further improve female representation. Please see attached evidence and figure 1 showing JWSE, National and Russel Group data. We do not report on data for the

protected characteristic of gender reassignment for Engineering PGR students but know, from qualitative information, this would represent an even smaller cohort of the overall female population.

STEP 4a – Does the evidence show a positive impact?

Please provide an example and attach evidence:

Please see step 4 above.

Go to Step 5

STEP 4b – Does the evidence show a negative impact?

You need to consult with relevant stakeholders – the EDU will assist with this process.

Provide brief details and attach evidence:

Go to Step 6

STEP 4c – Does the evidence show NO impact?

Attach evidence:

Go to Step 8

STEP 5 – Continue to promote good opportunity for all people

Promote and implement as exemplar policy/practice

We will advertise and promote the Mary Gill Dunlop Scholarships widely as an exemplar of good practice both within the school and university and outwit utilising UofG Communications Team. The initiative is part of our Athena SWAN Silver Action Plan (JWSE Athena Swan Submission currently under review) and we will share the scholar programme as a Beacon of good practice.

Go to Step 8

STEP 6 – Involve and consult stakeholders to address any negative impacts?

EDU will assist with this process. Provide brief details of involvement and consultations:

Consultation has taken place with the JWSE Equality, Diversity and Inclusion Group, the Head of School Prof David Cumming, the Convenor of PGR Prof Marc Sorel and the Dean of PGR Prof Richard Hartley.

Go to Step 7

STEP 7 – Outline any changes made to the policy/practice as a result of the consultation

Provide details of changes:

Go to Step 8

STEP 8 – Publish results (as required by law)

Return this form, once completed, along with copy of amended policy or practice and any relevant information, to the EDY for annual reporting and for inclusion on the University website.

Go to Step 9

STEP 9 – Regular review

Regular reviews ensure that policy and practice is kept up to date and meets the requirements of current equality legislation. Where a negative impact has been identified and remedial actions are being implemented, the policy owner should define a timescale for review.

Please give details of review process:

Annual Review of PGR numbers and impact of scholarship

SIGN OFF PROCESS	
Name of EIA Owner	Prof David Cumming, HoS JWSE
Signature	Manuel Salmeron Sanchez Deputy HoS, JWSE
College/School/RI/Service	
Date of Completion	
Date received by EDU	29 June 2021
Approved in Principle?	YES NO
Any actions required? Please specify	No actions required
Signed on behalf of EDU	Mhairi Taylor
Date	12 July 2021