April 2020 Revision
BANGOR UNIVERSITY
EQUALITY IMPACT ASSESSMENT
The process of Equality Impact Assessment (EIA) should be embedded into new policy development, policy review, strategic and
operational decisions
1 in order that inequalities and discrimination are eliminated or addressed at the earliest opportunity.
This checklist forms part of the university’s approach to equality impact assessment and should be used to assess the impact of the
policy on groups with protected characteristics as outlined by the Equality Act 2010.
EQUALITY GROUPS:
Age Disability Gender Re-assignment
Pregnancy and maternity Welsh Language
Race Religion and belief Sex Sexual orientation Contract Type
Marriage and
civil partnership
Note –It is good practice to consider issues relating to Welsh Language and Contract type although these areas are covered by
legislation other than the Equality Act 2010.
Policy Name or Title: -
Code 17 - Code of Practice for the Use of Postgraduate Students in Teaching
 1 Although the word POLICY is used throughout this template it should be changed to STRATEGY / OPERATIONAL DECISION as
appropriate

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About the Policy:
What is the purpose of the Policy?
This Code outlines the roles and responsibilities of both postgraduate researchers and
the University regarding postgraduate teachers.
Who is responsible for the Policy? Dean of Postgraduate Research: Doctoral School.
How does the Policy link to the University’s
strategic priorities?
Strategic Priority 2: Enhancing Research Success.
Which Groups are stakeholders in the
Policy?
Students on postgraduate research programmes.
Staff.
Will the Policy be applied uniformly to all
areas of the University?
Yes.
Please state which groups the Policy applies
to.
Students on postgraduate research programmes.
Have the following been considered? (requirement of the Public Sector Equality Duty)
Could any elements of the Policy be directly
or indirectly discriminatory?
The purpose of the code is to ensure that there is a fair, transparent and consistent
process in place for students.
Could the Policy be used to promote
diversity and equal opportunities?
Could the Policy be used to promote good
relations?
The code is intended to ensure parity across the postgraduate researcher student
body.

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Monitoring
What quantitative or qualitative data is
available to advise the Policy?
HR data, surveys such as the PRES, and regular meetings of the key stakeholders
occur each year, with records kept.
Consultation
What Groups have been consulted in
drafting the Policy?
The Senate Regulations and Special Cases Committee is responsible for the approval
and amendment of this regulation.
How has consultation taken place? Regular meetings of the key stakeholders occur each year and records are kept.
How has consultation informed the
development of the Policy?
Consultation with key stakeholders has occurred to increase accessibility of the code to users. The code has a set review cycle whereby developments will be captured.
Implementation
How will the Policy be implemented? The code will be available online at www.bangor.ac.uk and also in print upon request.
Staff are notified by e-mail when changes are made.
Who will be responsible for the
implementation of the Policy?
The Dean of Postgraduate Research: Doctoral School is responsible for managing the
code.