

Information Security Policy Equality Impact Assessment

The University requires staff to conduct an Equality Impact Assessment (EqIA) and to take account of its results in the development of new and the review of existing policy documents and practices including projects and/or proposals (referred to collectively as a “policy/ practice” in this form).

Please ensure you read the EqIA Guidance prior to completion of this form and familiarise yourself with the University’s Equality, Diversity and Inclusion policy and have undertaken all compulsory equality, diversity and inclusion training.

More information relating to developments, facts and figures related to equality and diversity within the University as well as published EqIAs is available on the University’s website at [Equality, Diversity and Inclusion | Abertay University](#).

1. Equality Impact Assessment Checklist

Reason for the Equality Impact Assessment:

Proposed changes/review of existing policy/practice

If selected Other, please provide more information: <insert free text or mark as N/A>

Please provide a brief description of the policy/practice (including aims and objectives):

The Information Security Policy outlines the University’s commitment to preserving the confidentiality, integrity and availability of its information assets. It aligns with the University’s strategic objectives and the ISO/IEC 27001:2022 standard for an Information Security Management System (ISMS).

How does the policy/practice fit into the broader strategic aims of the University?

This policy is part of the University’s wider Information Governance Framework, which outlines the governance of information as a critical business asset, essential for meeting the University’s business, accountability, legal and regulatory requirements. It is a core component of the University’s Information Governance Framework, supporting our business, legal, and regulatory obligations.

The policy sets out objectives to safeguard information, establish protective measures and ensure that information security is a shared responsibility across the University. It also details the roles and responsibilities for implementing and maintaining the ISMS, ensuring compliance with legal, regulatory and contractual obligations.

Who will be impacted by this policy/practice?

This policy sets out the University’s approach to information security and ensures the appropriate roles, responsibilities and authorities are assigned.

This policy applies to all systems, infrastructure and information assets owned and/or managed by the University.

This policy applies to all information for which the University has a legal, contractual or compliance responsibility, whether that information is stored or processed electronically or by other means.

With regards to completion of the table below, is there any evidence or concern that any of the protected characteristic groups have different experiences, issues or needs in relation to this policy/practice? Could there be a differential impact on any protected characteristics? This should cover discrimination, equality of opportunity and relations between groups.

Characteristic	Potential Positive Impact	Potential Negative Impact	Additional Information
Age	Yes	No	Policy ensures all age groups are protected from data breaches and data privacy violations. However, some staff and student may face challenges with new security technologies which can be mitigated by targeted training and support.
Disability	Yes	No	Accessible information security systems benefit all, including those with disabilities.
Gender Reassignment	Yes	No	Protects sensitive personal data.
Marriage and Civil Partner-ship	Yes	No	Protects personal relationship data.
Pregnancy and Maternity	Yes	No	Protects sensitive health and personal data.
Race	Yes	No	Ensures equal protection of personal data regardless of race.

Characteristic	Potential Positive Impact	Potential Negative Impact	Additional Information
Religion or Belief	Yes	No	Protects sensitive data related to religious beliefs.
Sex	Yes	No	Equal protection for personal data.
Sexual Orientation	Yes	No	Protects sensitive data, supporting privacy for all orientation

Additional notes

2. Equality Impact Assessment Outcome

What is the recommended outcome for this policy/practice?

Outcome 1: No change required – the assessment is that the policy/practice will be robust.

Summarise any actions required to implement the findings and describe how the policy/practice will be monitored going forward, how you might involve equality groups or communities in the ongoing monitoring and ensure that impact is frequently reviewed.

An EqlA will be conducted as part of the regular review schedule of this policy. Any changes will be captured at that time.

Declaration

I confirm that this equality impact assessment represents a fair and reasonable view of the implications of the policy/practice for all protected characteristic groups, and that appropriate actions have been identified to address the findings.

Approved by:	Date	Individual
Chief Digital Officer, Frazer Greig	12 Nov 2025	EqlA author [†]
Director of Finance, Infrastructure and Corporate Services, Andrew Menzies	13 Nov 2025	EqlA owner [*]

[†] for projects, this is the project proposer; ^{*} for projects, this is the project sponsor.

The EqIA owner will normally be a member of the Senior Management Team. If they are also the author, another appropriate member of the Senior Management Team will be required to review and sign-off the completed EqIA.

3. Related Policy Documents and Supporting Documents

Legislation	Equality Act 2010; Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012
Strategy	Abertay University Strategic Plan and all sub-strategies
Policy	Information Security Policy; Equality and Diversity Policy; Policy Document Governance Policy; Project Governance Framework
Procedures	Policy Document Governance Procedure
Guidelines	Equality Impact Assessment Guidance
Local Protocol	N/A
Forms	N/A

4. Additional Information

Audience:	Public
Applies to:	All University Members
Classification:	Management
Category:	Equality Impact Assessment
Subcategory:	Information Governance
Author [†] :	Chief Digital Officer
Owner*:	Director of Finance, Infrastructure and Corporate Services**
Sign-Off Date:	13 November 2025
Review Date:	31 December 2028

[†] for projects, this is the project proposer; * for projects, this is the project sponsor.

** If they are also the author, another appropriate member of the Senior Management Team will be required to review and sign-off the completed EqIA.

For the purposes of this policy document and related policy documents, terms are defined in the Policy Document Library Glossary.

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