

## Equality impact assessment – screening aide for policies and practices

Equality relevance	Most likely characteristics	Examples of policies	Level of consultation / investigation
High	<ul style="list-style-type: none"> <li>◦ significant potential for, or evidence of, adverse impact</li> <li>◦ the policy is institution wide or public facing</li> <li>◦ the policy has consequences for, or affects, significant numbers of people</li> <li>◦ the policy has the potential to make a significant contribution to promoting equality</li> </ul>	Graduate Development Programme Admissions Appraisal Travel Plan Learning, Teaching and Assessment Strategy	<ul style="list-style-type: none"> <li>◦ will require stakeholder consultation</li> <li>◦ will require input from internal / external experts and organisations</li> <li>◦ will require data analysis and monitoring information</li> <li>◦ may need to commission new research</li> </ul>
Medium	<ul style="list-style-type: none"> <li>◦ some potential for, or evidence of, adverse impact</li> <li>◦ the policy is institution wide but not public facing</li> <li>◦ the policy has consequences for, or affects, some people</li> <li>◦ the policy has the potential to make a contribution to promoting equality</li> </ul>	Clearing Learning and Development Procurement Accommodation Data Protection Guidelines Health and Safety Policies	<ul style="list-style-type: none"> <li>◦ may require stakeholder consultation</li> <li>◦ may require input from internal / external experts and organisations</li> <li>◦ will require data analysis and monitoring information</li> </ul>
Low	<ul style="list-style-type: none"> <li>◦ there is low potential for, or little evidence of, adverse impact</li> <li>◦ the policy operates mainly within a faculty or service</li> <li>◦ the policy has consequences for, or affects, few people</li> <li>◦ the policy has low potential to make a contribution to promoting equality</li> </ul>	Archiving Records Management Consultation Guidelines Fixed Term Contracts Confidential Reporting Adverse Weather	<ul style="list-style-type: none"> <li>◦ may require examination of existing stakeholder consultation data</li> <li>◦ may require examination of existing data from internal / external experts and organisations</li> <li>◦ may require examination of existing monitoring information.</li> </ul>
None	<ul style="list-style-type: none"> <li>◦ the policy has no potential for, or evidence of, adverse impact</li> <li>◦ the policy is not public facing</li> <li>◦ the policy has no potential to make a contribution to promoting equality</li> </ul>	Treasury Management	