Does this new (or revised) policy or function impact upon staff, students or any other groups of people?

No

Equality Analysis required (a brief note of reasons why not is needed)

Can you be sure? (evidence will be needed)

Are different groups of people potentially impacted in different ways?

No

Equality Analysis required

Evidence

This could include (but is not an exhaustive list):

- CHRIS data
- E&D data
- HESA data
- Census data/national statistics
- External reports/research
- Survey results
- Feedback
- Consultation with stakeholders
- Previous metrics relating to policy

Actions:
Identify amendments to policy and /or future action points to mitigate any discriminatory impact

Yes

EAARG* Summary and Recommendations:
Is there any potential discriminatory impact on groups that needs to be considered further? Are the actions identified sufficient to address/eliminate any differential impact?

No

Yes

EAARG*
Move to policy sign-off by relevant committee, identifying a review date.

* EAARG Equality Assurance Analysis Review Group
** For more information see www.equality.admin.cam.ac.uk/training/equalities-law/public-equality-duties