

**UNIVERSITY OF SUSSEX EQUALITY ANALYSIS FORM**

Name of Policy/Project/Activity

Is this New/Existing

Assessment conducted by:

Date of Assessment:

School/Professional Services area:

**1. Evidence considered.** What data or other information have you used to evaluate if this policy is likely to have a positive or an adverse impact upon protected groups when implemented?

**2. Consultation.** Have you consulted staff or student representatives including those from protected groups? What were their views?

**3. Promoting equality.** Does this policy have a positive impact on equality? What evidence is there to support this? Could it do more?

**4. Identifying the adverse impact of policies** Has the analysis identified any evidence that the policy/project could lead to direct or indirect discrimination? If yes please reference the relevant issues in Annex A and describe the mitigations or changes proposed

**5. Action** What action is recommended as a result of this analysis?

- **Continue as planned**
- **Continue as planned with added mitigations**
- **Change policy/project**
- **Stop**

**6. Status of Equality Analysis**

First Iteration

Second Iteration

Final

Post Implementation

**7. Monitoring** How will you monitor the impact of the policy on protected groups?

Give details of future reviews of the policy/ project that are planned including standard audits.

