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.	L 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.	<b>Consultation.</b> Have you consulted staff or stude from protected groups? What were their views				
3.	<b>Promoting equality.</b> Does this policy have a pose vidence is there to support this? Could it do m				

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?			
	<ul> <li>Continue as planned</li> <li>Continue as planned with added mitigations</li> </ul>			
	<ul> <li>Change policy/project</li> </ul>			
	• 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.				

## Annex A – Issues identified in Equality Analysis

Record any issues identified in the analysis that could lead to discrimination of people based on the following protected characteristics (pc):

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Issue Identified	PC affected	Assessment	Proposed Action/Timeline
Refer to information gathered (1) and consultation (2) and any relevant research findings	Can be more than one if intersectional	Direct or Indirect Discrimination. If assessment shows this can be justified for academic or business reasons please explain.	<i>If the issue cannot be fully justified, identify the action(s) to be taken</i>