

EQUALITY ANALYSIS FLOWCHART

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

NO

No Equality Analysis required (but brief note of reasons why not is encouraged)

YES

YES

Are different groups of people potentially impacted in different ways?

NO

Can you be sure? (Evidence is helpful here)

NO

YES

EQUALITY ANALYSIS REQUIRED

Explore in what way any groups of staff (or other stakeholders) may be affected by the policy, against all **protected characteristics**. Pay particular attention to differences in impact. Remember to also consider intersectional impacts (i.e. where someone belongs to more than one group at once). Use **evidence**.

Make a careful judgement:

Is there any potential adverse impact on groups that needs to be considered further?

NO

YES

Move to policy sign-off by EDI Office and implementation/communication plan, but ensure there are means to monitor the policy to ensure there is no unanticipated differential impact and/or that unavoidable impact is minimised

Further consultation:

Discuss with relevant groups and individuals to consider policy changes that eradicate or mitigate the impact

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

Census data/national statistics

External reports/research

LSE staff data

Survey results

Feedback

Discussion with stakeholders

Previous metrics relating to policy

Race
Religion & Belief
Sex (Gender)
Gender Identity
Disability
Age
Sexual Orientation
Marriage & Civil Partnerships
Pregnancy, Maternity etc
Other (eg Carer)

e.g. surveys...
talking to staff
network groups...
1-2-1s with users
of policy