



EQUALITY ANALYSIS (EQUALITY IMPACT ANALYSIS): RELEVANCE AND PROPORTIONALITY

This document assists with the prioritisation of policies and procedures that need to undergo an Equality Analysis. It can be used to categorise these as of high, medium or low relevance and proportionality and, therefore, determine the timetable priority.

In case of doubt as to categorisation, it is an advisable precaution to opt for a higher relevance category. It should be borne in mind that a policy or procedure may vary in its degree of relevance according to the aspect of equality being considered.

The table below shows the criteria for categorising policies or procedures according to relevance and proportionality.

High Relevance/Proportionality	Medium Relevance/Proportionality	Low Relevance/Proportionality
Policy shows significant evidence of or potential for adverse impact on people with a ¹ Protected Characteristic.	Policy shows some evidence of or potential for adverse impact.	Policy shows little or no evidence to suggest adverse impact.
Policy affects a significant number of people across the School and/or in interaction with the public/community and/or the policy has significant adverse impact on a small number of people with a Protected Characteristic.	Policy affects some people across the School and some (but relatively few) in interaction with the public/community.	Policy applies only to a small number of people (eg a single Department) and School's interaction with the public/community is not affected.
Area has been flagged/highlighted by consultation groups.	Policy has potential to make some contribution to promoting equality.	Policy may have potential to make some small contribution to promoting equality.
Policy has been subject of complaints/grievances.		

¹ Protected Characteristics named in the Equality Act 2010: Race, Disability, Sex (that is, gender identity), Age, Religion and Belief, Sexual Orientation, Marriage and Civil Partnership, Pregnancy and Maternity (now including adoption and surrogacy), Gender Reassignments (now including a wider understanding of transgender).