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| **1. DESCRIBE** |
| 1.1. Name of policy/strategy/decision |
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| 1.2. Owner |
|  |
| 1.3. Date |
|  |
| 1.4. Aims of policy/strategy/decision |
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| 1.5. Who does the policy/strategy/decision affect? |
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| 1.6. Could there be any potential implications for equality, or people with protected characteristics? |
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| **2. ASSESS** |
| What are the implications, positive or negative (and evidence for this) of the policy/strategy/decision in relation to GCU’s duty to have due regard to the need to: |
| 2.1. Eliminate unlawful discrimination, harassment and victimisation? |
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| 2.2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it? |
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| 2.3. Foster good relations between people who share a protected characteristic and those who do not share it? |
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| **3. ACTION** |
| 3.1. If a negative impact has been identified, how will this be addressed? |
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| 3.2. If changes have been made to the policy/strategy/decision as a result of this assessment, outline the changes |
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| **4. MONITOR AND REVIEW** |
| 4.1. How will the implementation of the policy/strategy/decision and its impact on equality be monitored and reviewed? |
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| **5. PUBLISH** |
| Please email this completed form, along with the policy/strategy and any other relevant information[[1]](#footnote-1) to equality@gcu.ac.uk for publishing on the Equality and Diversity website and annual reporting in line with Equality Act 2010 requirements. |

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| **6. SIGN OFF** |
| 6.1. EIA Owner Date |
|  |  |
| 6.2. Equality and Diversity Advisor Date |
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1. Information or evidence may be removed if it is commercially sensitive or personal information [↑](#footnote-ref-1)