

Before completing this form, please refer to the supporting guidance documents.

The aim of an equality impact assessment (EIA) is to consider the equality implications of your policy, practice, function or service on different groups of staff and students, and consider if there are ways to proactively advance equality.

Where further guidance is needed, please contact your EDI Network representative or the EDI team at [edi@lse.ac.uk.](mailto:edi@lse.ac.uk)

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| **1. Project Details** | |
| Name of the policy, practice, service or function being assessed, and a brief overview of its aims and objectives |  |
| Is it new or existing? |  |
| Department or Division responsible |  |
| Who has been involved in completing the EIA |  |
| Date of completion |  |

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| **2. Evidence Gathering and Engagement** |
| a. What **evidence** has been used for this assessment? For example, national statistics, LSE statistics, |
| b. Who have you **engaged and consulted with** as part of your assessment? |

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| **3. Impact on different groups of staff and students** | |
| **Specific groups to consider[[1]](#footnote-1)** | **Potential impact on this group of staff and students and actions taken to mitigate impact and advance equality, diversity and inclusion** |
| **Age**  Staff and students of different ages |  |
| **Disability**  Disabled staff and students, including those with mental health issues. |  |
| **Gender reassignment**  Trans staff and students, and non-binary staff and students |  |
| **Marriage and civil partnership**  A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner. |  |
| **Pregnancy and maternity** |  |
| **Race**  Staff and students from minority ethnic backgrounds and international staff and students |  |
| **Religion or belief**  Staff and students with different religions and/or beliefs |  |
| **Sex**  Both men and women |  |
| **Sexual orientation**  LGBTQ+ staff and students |  |
| People with caring responsibilities |  |
| Staff and students from lower socio-economic backgrounds |  |
| Intersectionality (include any other relevant information relating to the intersection of any of these protected groups) |  |

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| **4. Action Planning** | | |
| **Issue Identified** | **Planned Action** | **Lead and Timeframe** |
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| **5. Monitoring and Review** |
| How will you monitor the impact of your project once it has been put into effect? |
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| At which committee(s) have these EDI considerations been discussed: |
| Sign off from Head of Department or Service: |
| Review Date: |

# **Once this has been signed off by your head of department, please alert the EDI team of its completion, and decide whether it should be published on your webpages.**

1. All of the terms in bold is the terminology used in the [Equality Act 2010](http://www.legislation.gov.uk/ukpga/2010/15/contents). [↑](#footnote-ref-1)