

### Equality Analysis – equality relevance chart for UWE activities (strategies, policies, and practices)

Equality relevance	Most likely characteristics	Examples of activities	Level of consultation / investigation
High	<ul style="list-style-type: none"> <li>• Significant potential for, or evidence of, adverse impact</li> <li>• The activity is institution wide or public facing</li> <li>• The activity has consequences for, or affects, significant numbers of people</li> <li>• The activity has the potential to make a significant contribution to promoting equality</li> </ul>	<ul style="list-style-type: none"> <li>• Graduate Development Programme</li> <li>• Admissions</li> <li>• Appraisal</li> <li>• Travel Plan</li> <li>• Learning, Teaching and Assessment Strategy</li> <li>• Widening participation</li> </ul>	<ul style="list-style-type: none"> <li>• Will require stakeholder engagement &amp; consultation</li> <li>• Will require data analysis and monitoring information</li> <li>• May require examination of existing stakeholder consultation data</li> <li>• May need to commission new research</li> </ul>
Medium	<ul style="list-style-type: none"> <li>• Some potential for, or evidence of, adverse impact</li> <li>• The activity is institution wide but not public facing</li> <li>• The activity has consequences for, or affects, some people</li> <li>• The activity has the potential to make a contribution to promoting equality</li> </ul>	<ul style="list-style-type: none"> <li>• Clearing</li> <li>• Learning and Development</li> <li>• Procurement</li> <li>• Accommodation</li> <li>• Data Protection Guidelines</li> <li>• Health and Safety Policies</li> </ul>	<ul style="list-style-type: none"> <li>• Will require stakeholder online consultation</li> <li>• Will require data analysis and monitoring information</li> <li>• May require examination of existing stakeholder consultation data</li> </ul>
Low	<ul style="list-style-type: none"> <li>• There is low potential for, or little evidence of, adverse impact</li> <li>• The activity operates mainly within a faculty or service</li> <li>• The activity has consequences for, or affects, few people</li> <li>• The activity has low potential to make a contribution to promoting equality</li> </ul>	<ul style="list-style-type: none"> <li>• Archiving</li> <li>• Records Management</li> <li>• Consultation Guidelines</li> <li>• Baby changing facilities</li> <li>• Adverse Weather</li> </ul>	<ul style="list-style-type: none"> <li>• Will require online consultation</li> <li>• May require examination of existing data from internal / external experts and organisations</li> <li>• May require examination of existing monitoring information.</li> </ul>