



Equality Impact Assessment Tool

Policy / practice assessed for EI:

Evidence used / obtained:

Date EIA conducted:

Completed by:

Question	Comments	Ownership
Is the purpose of the policy or practice clear?		
Have all issues relating to equality been identified within the practice or policy?		
How will the policy or practice be applied consistently throughout MI?		
Will the policy or practice have any significant impact on protected characteristics; such as (but not limited to or hierarchical): Gender, BAME; Age of staff/students/clients; Staff/students/clients with disabilities; Part-time staff/students; Sexual orientation; Trans;		

Marriage or civil partnership; Religion or beliefs; Pregnancy, maternity or paternity leave.		
How will the practice/policy contribute to the MI commitment to equality?		
How will the policy or practice be monitored to ensure equality?		
How will the policy or practice identify any under or over representation in participation or outcomes?		
Is there an action plan based on the information generated by the EIA? (please attach)		

Author:	
Date:	
Committee:	
Approved by board:	