

Stage 1: Rapid Impact Checklist

Document title: Data Protection Policy, Privacy by Design and by Default Policy, Individual Rights Policy

Author & School/Service: Registrar

Reason for the Equality Impact Assessment:

Proposed new document	x
Proposed change to existing document	
Review of existing document	

Other (please state):

Could any protected characteristics be affected by this proposal?¹

Yes	No
	x

These are policies the University must have to comply with GDPR and the Data Protection Act 2018, which apply to all data subjects. There are additional protections in the legislation relating to sensitive personal data, which has considerable overlap with protected characteristics.

If yes, which protected characteristic groups could be affected?

Age	Disability	
Gender reassignment	Pregnancy and maternity	
Race/ethnicity	Religion or belief (including lack of belief)	
Sex	Sexual orientation	

¹ 'Proposal' is used as shorthand for any policy, procedure, strategy or proposal that might be assessed.



Will the proposal have any impact on:

	Yes	No
Discrimination?		
Equality of opportunity?		
Relations between groups?		

Will the proposal have an impact on the physical environment? For example, will there be impacts on:

Living conditions?	
Working conditions?	
Pollution or climate change?	
Accidental injuries or public safety?	

If the answer to any of the above is ‘yes’, please proceed to complete the Comprehensive Equality Impact Assessment.