

## Stage 1: Rapid Impact Checklist

**Document title: Process for Specified Senior Roles in relation to the Grievance Procedure and Discipline Procedure**

**Author & Faculty/Other Academic Unit/Service: Eilidh Fraser, People Services**

### Reason for the Equality Impact Assessment:

Proposed new document	
Proposed change to existing document	x
Review of existing document	x
Other (please state):	

### Could any protected characteristics be affected by this proposal?<sup>1</sup>

Yes	No
	x

### 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	

### Will the proposal have any impact on:

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

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

**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?	

Notes: the Process will be an appendix to the Discipline and Grievance Procedures, which are subject to EIA in their own right. The Process does not, in itself, have a differential impact on different groups, or an impact on equality, diversity or inclusion. The Process incorporates reference to equality in relation to the composition of committees under the Process.

**If the answer to any of the above is 'yes', please proceed to complete the Comprehensive Equality Impact Assessment, overleaf. – N/A**