

Stage 1: Rapid Impact Checklist

Document title: Grievance Procedure

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Reason for the Equality Impact Assessment:

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

Could any protected characteristics be affected by this proposal?¹

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

¹ '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: this Procedure does not, in itself, have a differential impact on different groups, or an impact on equality, diversity or inclusion – other than through enabling staff grievances relating to EDI to be raised and dealt with. Harassment and discrimination are specifically mentioned. The Process incorporates reference to adjustments in relation to disability and language.

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