

Stage 1: Rapid Impact Checklist

Document title: Severance Statement

Author & School/Service: Eilidh Fraser, HR

Reason for the Equality Impact Assessment:

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

Could any protected characteristics be affected by this proposal?¹

Yes	No
	✓

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?		✓
Equality of opportunity?		✓
Relations between groups?		✓

¹ 'Proposal' is used below 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?	✓

Rapid Impact Assessment: Summary Sheet

1. Positive impacts (note the groups affected)

The small amendment to the policy that is proposed, involving including the University Secretary in the severance process when appropriate, will – as it happens – improve the gender balance of those involved.

2. Negative impacts (note the groups affected)

None identified

3. Additional information and evidence required

None identified

4. Recommendations

Accept the minor amendment to the policy

Completion details

Name: Eilidh Fraser, Director of HR & OD

Line Manager's signature:

Date: 17/10/2017