

Stage 1: Rapid Impact Checklist

Document title: Policy decision on handling Action Short of a Strike (ASOS) in the form of a Marking and Assessment Boycott (MAB)

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Reason for the Equality Impact Assessment:

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

Could any protected characteristics be affected by this proposal?¹

Yes	No

In relation to the decision to withhold pay: pay is withheld not on the basis of any protected characteristics but because of participation in the ASOS which is the choice of the individual member of staff. The decision to withhold pay is therefore not discriminatory.

Requirements to declare participation in the ASOS are also unlikely to be discriminatory as there is no obvious reason why protected characteristics would impact on the ability to declare participation.

Withholding of pay would be likely to have a greater impact on staff with greater financial commitments. This could be affected by many factors, which the University cannot reasonably ascertain. The University has no information on what staff will take action so cannot undertake further assessment of impact on different groups. However, there is no evidence to suggest that the practice would affect different groups differentially. It will be for staff themselves to decide whether to be impacted by the practice.

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

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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

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, overleaf.