Equality Analysis – gathering evidence (for Report section 3)

Types of Evidence
The actual evidence collected and analysed will vary, depending on the nature of the policy / strategy / procedure / project but may include:

a. Monitoring and benchmarking information about people who are likely to be affected
b. Information collected from surveys
c. Commendations and complaints / feedback previously received
d. Relevant research – interviews / focus groups / literature reviews / secondary analysis
e. Known issues that have been raised or addressed previously in this policy / project area
f. Factors commonly known about the needs of people in relation to different characteristics, for example: accessibility for disabled people, resting facilities for pregnant women, dietary requirements for religious observances, safety for people that may become victims of harassment, occupational gender segregation, privacy for transgender people
g. Anecdotal evidence or likely impacts where information is difficult to obtain.

The completed Report should show that due regard has been given across all the characteristics in order to demonstrate compliance. In some cases this might mean reporting that there is currently no reliable evidence available in which to make judgements.

For each protected characteristic listed, please state what evidence you have gathered during your analysis of the policy / strategy / procedure / project.

For example, a policy to change the shape of the postgraduate provision would require data about the participation of postgraduate students at LU and in the sector, broken down by the different equality characteristics.

For some characteristics, data may be sparse, and you may need to rely on national data, or qualitative/research information from equality organisations representing those characteristics, for example Stonewall for sexual orientation, Press for Change in respect of Transgender.

Links to main external sources covering multiple characteristics

a. Equality Challenge Unit website, publications and research reports http://www.ecu.ac.uk/
c. Equality and Human Rights Commission website, publications and research reports on all equality strands http://www.equalityhumanrights.com/
e. Higher Education Statistics Agency (HESA) – http://www.hesa.ac.uk/  (add advice from Paul Graves)

Regional profile data

Lancashire County Council: http://www.lancashire.gov.uk/corporate/web/?siteid=5580&pageid=30512&e=e
**Lancaster University Staff and Student Data**

LU Equality and Diversity Archive Reports and Equality Analysis Follow links for equality strands and Equality Analysis [http://www.lancs.ac.uk/hr/equality-diversity/general-archive](http://www.lancs.ac.uk/hr/equality-diversity/general-archive)

LU Equality and Diversity Current Reports and Equality Analysis Follow links for equality strands and Equality Analysis [http://www.lancs.ac.uk/hr/equality-diversity/policy&reports](http://www.lancs.ac.uk/hr/equality-diversity/policy&reports)


Wellbeing at Work Survey 2010: [http://www.lancs.ac.uk/hr/health/WellbeingatWork_June2011update.html](http://www.lancs.ac.uk/hr/health/WellbeingatWork_June2011update.html)

**Sources for individual characteristics**

The Equality and Diversity web pages include links to a range of sources for individual data, if you become aware of other types of evidence please provide details in your report so that they can be added to the list.

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<tr>
<th>Characteristic</th>
<th>Link</th>
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<td>Age</td>
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