Does Your Planned Positive Action Meet
a Legitimate Aim in a Proportionate Way?
Introduction to the tool
Who is it for
How to navigate

SECTION 1

Do you have reason to believe that something the University is doing is leading to discriminatory outcomes occurring to people with shared protected characteristics?

In this section you are identifying the issue

SECTION 2

DO YOU HAVE DATA/EVIDENCE THAT SUPPORTS YOUR CONCLUSION?

In this section you are looking at the data/evidence to support your conclusion that the issue occurs

SECTION 3

HAVE YOU IDENTIFIED YOUR LEGITIMATE AIM?
(WHAT DOES GOOD LOOK LIKE?)

In this section you are identifying what do you want the effect of your Positive Action to look like

SECTION 4

DOES THE IDENTIFIED POSITIVE ACTION MEET YOUR LEGITIMATE AIM?

In this section you are looking at how your proposed Positive Action meets the legitimate aim

How the intervention meets the expectations of addressing the issue

Are there any other sucessful means in place and how to address this accordingly

SECTION 5

DOES THE SOLUTION MEET YOUR LEGITIMATE AIM IN A PROPORTIONATE WAY

In this section you are asked to look at your proposed intervention and its proportionality

By ensuring the intervention is proportionate you avoid proposing a solution that might discrimate against other groups in community.