

Identify and recommend one of four policy options based on the evidence

Make note of any discrimination, identify whether it is lawful or unlawful

Identify mitigating measures of alternative ways of achieving policy aims that does not result in adverse impact

All possible mitigating measures should be proposed (even if they seem far fetched), explore all options

Consider if only some aspects of the policy might need to be changed in order to adhere with equality standards

Options for enhancing equality of opportunity and equality of access should be considered

Create an action plan detailing the assessment of impact and what should be done