Protected characteristics	What does the evidence tell you? Summary of data and feedback from consultation	What does this mean? What are the impacts/potential impacts that you have identified from data and consultation?	What can you do? What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts? Are there opportunities to: * Advance equality of opportunity * Foster good relations between people in any protected group and those who are not? (See guidance)
Age			
Disability			
Gender reassignment			
Pregnancy and maternity			
Race			
Religion or belief			
Sex/Gender			
Sexual orientation			
Marriage and civil partnership			

Review of evidence and equality analysis