

## Equality Impact Assessment Training Plan

	Key Points	Emphasis
Introduction (25 mins)	What EQIAs are and why you do them	Not “new”  Form of service improvement
Benefits (15MINS)	EQIAs will improve institutional services and student outcomes  Compliance and legislation	Give examples of link between outcomes and EQIAs  Range of quality of UK public sector responses to obligation to do EQIAs.
The Equality Act 2010 and the protected characteristics (PCs) (20 mins)	Overview of impacts (depending on sector)  Direct and indirect discrimination- Using EQIA’s to explore objective justification.	General public duty covers 8 strands, but there may not be data for all of them. Reliable quantitative data is not absolutely necessary to do a robust EQIA. Can use qualitative information and best practice advice.  Decision making in a recession can adversely affect people who share PCs. This may be inevitable - mitigation of adverse impact
The basics of <u>all</u> EQIAs (15mins)	Considering impact, reducing negative impact (if possible), and advancing equality	Importance of advancement of equality even when positive impact

<p>Screening (15 mins)</p>	<p>Using the template</p>	<p>Relevance, proportionality and scale.</p> <p>Confidence in own judgement</p> <p>“Reasonable”</p>
<p>Full Impact Assessments (30 mins)</p>	<p>Going through steps in toolkit.</p> <p>Data - what do you need and what do you have? Quantitative/qualitative. Discussion about information systems.</p>	<p>Wealth of internal and external resources available. You do not need full range of data on all PCs to do an EQIA. Limits of data. Remember can also use what you know.</p>
	<p>Assessing impact - egs of positive, neutral and negative</p> <p>Negative impacts - reduction or mitigation</p> <p>Indirect discrimination and objective justification</p> <p>Advancing equality</p>	<p>May not always be possible to avoid negative impacts particularly in an economic downturn</p> <p>Potential link with Marketing and Communications</p>
<p>Consultation (5 mins)</p>	<p>Obligation to involve</p> <p>Challenges</p> <p>Making process engaging</p>	<p>Consultation fatigue</p> <p>“Dry” process; expect lack of interest</p> <p>Importance of presentation</p>

Decision Making (10 mins)	Who has responsibility? Embedding in operational planning Communicating results	Action must be embedded. Mainstreaming. Quality Assurance
Practice (30 mins)	Participants will be asked to begin thinking about an approach to a relevant policy or practice, and using the toolkit.	
Feedback (10 mins)	Participant's views on toolkit? Potential barriers to success? Are there any shortcuts?	
Final Message (5 mins)	Remember relevance, proportionality and scale Not a cottage industry Not difficult Don't procrastinate	