

Equality Impact Assessment Training Course

Full-Day

Course Aims:

For participants to gain a practical understanding of Equality Impact Assessments and provide them with the essential tools to complete Equality Impact Assessments within their area of responsibility.

Course Overview

Discrimination can occur due to unforeseen reasons - organisations may unintentionally overlook or exclude groups by not specifically considering their needs. Equality Impact Assessments (EIA's) is a process used by organisations to examine their activities in order to minimise potential for discrimination. This course is an interactive introduction to EIA and will effectively challenge views and stereotypes to make the EIA process inclusive for all. It will provide you with the practical tools you need to understand and undertake EIA within your areas of responsibility, and explains the rationale and benefits for EIA. The day culminates in a fun activity that re-affirms key learning outcomes and allows you to test your knowledge.

Course Content

- What is an Equality Impact Assessment - Understanding the rationale and benefits?
- Which policies and processes need an Equality Impact Assessment?
- When should they be done and who should do them - identifying key stakeholders
- Understanding the relevant terms - positive and negative/adverse impacts
- Understanding Diversity and Equal Opportunities in context
- Legislation refresher - protected characteristics
- Challenging perceptions
- Identifying the different population groups
- Practical screening tools and assessment of risk - pre-assessment
- Examples of completed Equality Impact Assessments
- Documentation completion
- Consultation and publication
- Diversity activities

Suitable for:

- Team members responsible for carrying out Equality Impact Assessment in their area of responsibility
- Team member supervisors who have limited experience of completing Equality Impact Assessments or wanting to extend their general knowledge around this subject
- Managers and Directors responsible for establishing Equality Impact Assessment processes within their organisation