



# Equality Impact Assessment Training Course

Staff are responsible for making a wide range of decisions; decisions about overarching policies, setting budgets and day-to-day decisions which affect specific individuals/ groups.

An Equality Impact Assessment, now known as an Equality Analysis, is a formal consistent process that is used to consider the impact on protected groups in terms of adverse impact or discrimination.

## The Course

This training event starts at the very beginning and takes delegates step by step through all the key elements of the Equality Impact Assessment (Equality Analysis) process. The session focuses on "how to do it".

We will demystify the EA process, assume little or no prior learning and focus on giving delegates time to debate issues, ask questions and then put into practice what they learn.

## Course Aims

- Increase the learners' awareness of the concept of Unconscious Bias
- To have an understanding of the Equality Act 2010 and the Public Sector Equality Duty
- To understand better which groups are protected from discrimination and what types of behaviour are unlawful
- To develop an awareness of Equality Analysis as a tool for promoting equality, tackling discrimination and fostering good relations
- To have a better understanding of the different issues and stages of the Equality Analysis process
- To develop some practical skills in how to use Equality Analysis within the organisation

# Outcomes

By the end of the session delegates will:

- Have a better understanding of the Equality Act 2010 and the Public Sector Equality Duty (PSED)
- Be more aware of the nine protected characteristics and what types of behaviour and discrimination are unlawful
- Have a better understanding of why Equality Analysis is important in helping to promote equality, tackle discrimination and foster good relations
- Have developed some practical skills in using Equality Analysis to review their own organisation's policies and procedures

# Programme

- The Equality Act Refresher
- The nine Protected characteristics
- Prohibited conduct: Discrimination, Harassment and Victimisation
- Public Sector Equality Duties
- Equality Analysis: Overview
- Doing an Equality Analysis
- Action planning for Equality Analysis
- Questions, key learning/action points

## **Equality and Diversity UK Contact Details**

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