

Equality and Diversity UK



E-Learning

<https://equalityanddiversity.co.uk/elearning>



We offer Equality, Diversity and Inclusion off-the-shelf e-learning courses. These courses can be accessed from any device (computer, tablet, phone) and take you through the relevant subject at your own pace.

There is no set timeframe, so you can define your own speed of learning.

A certificate is issued on successful completion of the assessment.

The cost for e-learning courses is on a sliding scale. Discounts are available depending on the number of delegates.

First 20 delegates:	£35 per delegate
21st – 50th delegate:	£30 per delegate
51st – 100th delegate:	£25 per delegate
101 – 250 delegates	£20 per delegate for all delegates
More than 250 delegates	£13 per delegate for all delegates

Our Elearning courses are built to be fully SCORM compliant, which means they will upload and run seamlessly on your in-house Learning Management System. Alternatively, we can host the courses for you on our own user-friendly, web-based Learning Management System.

This system makes it easy to deliver and track our elearning content, and our clear and concise reports give you access to the data you need for compliance or management reports.

For more information, please contact us: info@equalityanddiversity.co.uk

Equality Impact Assessments

Session 1:

Introduction to EIA's:

Understanding what an EIA is, why it is important and how it relates to good equality outcomes

Session 2:

EIA Overview:

Understanding key elements of the EIA process

Session 3:

The two EIA stages:

Stage 1 the initial EIA and Stage 2 the full EIA

Session 4:

Doing an EIA Activity:

Conducting an Equality Impact Assessment on your organisation's policy

Content

Session 1: Introduction to Equality Impact Assessments

What is an EIA?

Discrimination and the Protected Characteristics

The Public Sector Equality Duty

The General Duty

What is 'due regard'?

What is a public function?

The Specific Duties

Why do we need to complete one?

Benefits of completing EIAs

Session 1 Assessment Questions

Session2: Equality Impact Assessment Overview

Equality Impact Assessment overview (EHRC Guidance on the PSED)

Why is evidence needed to complete an EIA?

What kind of evidence is needed to complete an EIA?

Who is responsible for completing and signing off the EIA?

Roles and responsibilities in carrying out an EIA

When might I need to complete an EIA?

Session 2 Assessment Questions

Session 3: The Seven Stages of an EIA

Video: EIA Process - Stages and Fundamentals

Stage 1: Screening

Establishing relevance to equality

Stage 2: Scoping

Stage 3: Collecting Data

Data and Consultation

Stage 4: Consulting Stakeholders

Engagement and Consultation

Stage 5: Assessing Impact on Protected Groups

Understanding the terms positive, negative and neutral impact

Impact of Policy

Stage 6: Action plan for addressing adverse impact and strengthening the Policy

Action planning

Improving the Policy

Making a decision

Evaluating decision

Stage 7: Sign off review and publication

Procurement and partnerships

Section 4: EIA templates and conducting an equality impact assessment on your organisations policy

The EIA template

Conducting an EIA