

# Equality Analysis

Trainer: Jack Moore FCIH

Aim and objectives:

**The overall aim** is to introduce delegates to our Equality Analysis (EA) toolkit and give them confidence in considering the potential effect on protected groups of current and future policies and decisions

By the end of the session delegates should:

- Understand the legal definitions and principles of equality and diversity
- Have explored the principles of identifying and removing potentially discriminatory barriers – and how equality analysis fits in here
- Leave with the confidence to consider equality analysis on an on-going basis – not a paper filling exercise

Visual aids; PowerPoint and Flipchart. Jack will encourage discussion, dialogue and interaction. Delegates will be divided into groups to consider various elements during the day and to undertake the afternoon real-life equality analysis.

0930	welcome, overview of session and introductions
0945	Defining <i>Equality</i> and <i>Diversity</i> Exploring the links between <i>stereotyping</i> , <i>prejudice</i> and <i>discrimination</i>
1000	Overview of the Equality Act 2010, the nine protected characteristics and definitions around discrimination and harassment (including vicarious liability)
1100	Break/refreshments
1115	Introduction to our Equality Analysis /EIA form Step by step guidance on: Identifying who is responsible for the EA/EIA Establishing relevance to equality Analysing equality information – identifying barriers (EA checklist) Monitoring and review
1300	Lunch
1400	Practical group work – sample policy
1500	Break/refreshments

## **Equality Analysis**

Trainer: Jack Moore FCIH

1510	Continue EA and feedback findings
1600	Close (following questions and feedback)