



Equality Analysis / Impact Assessing

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 ongoing 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.



09:30	<ul style="list-style-type: none">● Welcome, overview of session and introductions
09:45	<ul style="list-style-type: none">● Defining Equality and Diversity● Exploring the links between stereotyping, prejudice and discrimination
10:00	<ul style="list-style-type: none">● Overview of the Equality Act 2010, the nine protected characteristics and definitions around discrimination and harassment (including vicarious liability)
11:00	<ul style="list-style-type: none">● Break/refreshments
11:15	<ul style="list-style-type: none">● Introduction to our Equality Analysis /EIA form● Step by step guidance on:<ul style="list-style-type: none">● Identifying who is responsible for the EA/EIA● Establishing relevance to equality● Analysing equality information – identifying barriers (EA checklist)● Monitoring and review
13:00	<ul style="list-style-type: none">● Lunch
14:00	<ul style="list-style-type: none">● Practical group work – sample policy
15:00	<ul style="list-style-type: none">● Break/refreshments
15:10	<ul style="list-style-type: none">● Continue EA and feedback findings
16:00	<ul style="list-style-type: none">● Close (following questions and feedback)