

Developing effective Equality Impact Assessments for the public and voluntary sectors

Wednesday, 11 October 2017, Glasgow (9:30am – 4:00pm)

Course outline

An Equality Impact Assessment (EIA) involves assessing the impact of new or revised policies, services or practices against the requirements of the public sector equality duty. This duty is placed on public bodies and organisations involved in public functions, for example, local authorities, education and health authorities and so on. This course is essential for anti-discriminatory practice and consciousness raising.

Who is the course for?

This course is suitable for persons responsible for developing an EIA and/or wanting to learn how to develop an EIA process.

Course programme

Agenda

- 1 Introductions
- 2 Legal and regulatory framework
- 3 Nature of an EIA
- 4 Linkage to theoretical frameworks
- 5 Assessing organisational documentation
- 6 Developing an EIA framework

Course tutors

The course is jointly delivered by Doctor Stewart Montgomery and an officer from Glasgow Centre for Inclusive Living Equality Academy. Stewart has developed equality strategies, including EIAs for a diverse range of organisations in the public and voluntary sector.

General information of course issues covered

The course provides delegates with a theoretical and practical understanding of the internal and external elements that must be covered if an EIA is to be implemented effectively. The course is highly participative with specific examples based on practice.

Legal and regulatory framework

The legal context for developing an EIA is examined and its links to the Public Sector Equality Duty and other regulatory standards.

Nature of an EIA

This section will explain, in plain language, the nature and purpose of an EIA and how this is part of a broader strategic equality framework. As noted above, this will evaluate the internal and external aspects of the EIA process; many existing techniques focus on the latter and thus may be “flawed” in terms of application.

Linkage to theoretical frameworks

This section will evaluate theoretical frameworks that are critical to developing an effective EIA process, as well as being aligned to an equality action planning process. The frameworks considered include specific forms of systems theory and essentialism.

Assessing organisational documentation

The purpose of an EIA is to embed equality commitments throughout all services and to enable policies to be evaluated in terms of their effectiveness. This section will involve group work using EIA templates to assess if selected policies promote equality objectives.

Developing an EIA framework

The final section will highlight some key issues that must be taken into account when developing robust EIA frameworks.

Course venue: GCIL Equality Academy, Red Tree Business Suites, Suite 1.16, 33 Dalmarnock Road, Glasgow G40 4LA.

Cost: £175 (refreshments and lunch provided).

For further information on the course, please contact equalityacademy@gcil.org.uk or 0141 375 0464.