

Training Course

Carrying out Equality Impact Assessments Meeting the Public Sector Equality Duty

What is this training about?

The Public Sector Equality Duty (PSED) requires public authorities to have 'due regard' to equality considerations when exercising their functions. Equality Impact Assessments (EIAs) are a way of facilitating and evidencing 'due regard' and thus compliance with the PSED.

Senior leaders and cross-college managers such as HR, student services and admissions, should routinely and confidently carry out an EIA when updating or developing a new policy, plan or strategy. They should record the outcomes of their EIA as case law has established that a record of the EIA must be made to demonstrate that the EIA has been carried out.

Equality, Diversity and Inclusion (EDI) continues to feature highly in the 2019 inspection framework, impacting explicitly on all four key judgments. Equality Impact Assessments are therefore a key tool to help integrate, promote and improve EDI practice throughout the organisation, as part of your journey to outstanding and beyond – to be the 'best of the best'.

Why should staff attend?

But what exactly is an equality impact assessment? Who does it, how do we do it and how do we record our activities? How do we assess impact of EDI on existing policies or

organisational decisions such as restructuring, redundancy or accommodation changes? What is best practice in recording templates? How do we take a simple, streamlined and efficient approach that achieves practical EDI improvements and avoids a tick-box or time-consuming process? What are the practical implications of case law?

What should we be publishing as part of our annual equality report on our website, to comply with the specific duties of the Equality Act 2010?

Governors are responsible for compliance of statutory duties – what evidence do we need to provide before governors ratify a new or revised policy, plan or strategy?

This practical and engaging workshop explores legal requirements, best practice in the sector and implications from case law and from inspection outcomes. It will demystify the EIA process, debunk sector myths and misconceptions and build capacity to conduct effective assessments that drive forward improvements in EDI.

'Christine's help was invaluable in helping us to identify ways we could further improve our practice at the College. June Morrow, Director, Walsall College



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Carrying out Equality Impact Assessments

Meeting the Public Sector Equality Duty

Why should we run this event?

This course will help your organisation to:

- Help ensure **EDI is actively integrated and promoted** within all policy and practice.
- **Meet legal requirements**, thereby avoiding litigation, court action, costly discrimination pay-outs or damage to reputation and staff morale.
- **Improve inspection outcomes**, becoming the employer and provider of choice in the locality.

What will delegates learn?

Objectives of a half-day event are to:

- understand the principles and processes involved when carrying out equality impact assessments
- appreciate the legal requirements, the practical implications of case law and Ofsted expectations
- identify pitfalls to avoid when carrying out equality impact assessments, to ensure an efficient, streamlined approach
- discuss how to gather essential information for publication
- appreciate how to use impact assessments as a key tool to integrate, promote and improve EDI practice across the whole organisation.

Who should attend?

Cross-college managers responsible for areas such as HR, admissions, marketing, student services. Senior managers and others who are responsible for developing or updating organisational policies, procedures, strategies, plans and other key documentation.

Are there any options?

There are a number of options, including;

Half-day session. This event can be delivered as a half-day event, either stand-alone or repeated morning and afternoon.

Targeted training, for example tailored to specific groups of staff such as senior leaders, or staff working in HR or in student services.

Blended training and consultancy support.

Christine can combine a half-day training session with a half-day consultancy support, for example supporting staff to carry out equality impact assessments on college policies and procedures.

More questions?

Contact Christine for indicative content, programmes, amount for delivery of training sessions and anything else you need to know.

Dr Christine Rose

Christine brings up-to-date knowledge of how to fully integrate and promote equality, diversity, inclusion and British values.

Nationally recognised as an expert she has worked with over 300 providers, supporting a significant number to achieve outstanding

status at inspection. She has helped thousands of staff and managers improve their practice.

She uniquely combines an ability to inspire with extensive experience and an in-depth knowledge of best practice. Her training events are engaging, interactive and highly practical.

