Government Skills

# Understanding Equality Impact Assessments (EQIAs)

Every policy or organisational change, big or small, affects real people. Yet equality considerations can be overlooked during decision-making, particularly when driving change under pressure. Equality impact assessments (EQIAs) are a practical way to ensure those decisions lead to fair opportunities and positive outcomes for all.

As we seek to embed equality principles into everyday practice, it's vital that policy developers and change leads at every level feel equipped to identify when an EQIA should be conducted and how to do so effectively. It's vital, not only to meet legal requirements, but to enable better decisions, so we fully realise the benefits of our organisational and policy changes, and deliver improved outcomes for our colleagues, citizens and communities alike.

## Description

As a civil servant, inclusive thinking benefits not only specific groups but the wider population, and strengthens public trust and confidence in our Civil Service. This course demonstrates how equality is a shared responsibility across roles and departments, ensuring EQIAs are relevant to everyone in our organisation. It explores the purpose and value of EQIAs, the potential triggers which require them to be conducted, individual responsibilities, and how EQIAs an integral part of ongoing organisational and policy change.

Through relatable 'change' scenarios and a mix of learning activities, the course walks you through each stage in the EQIA process, from scoping and gathering evidence and engaging stakeholders to decision-making, governance, action planning and reporting. You'll develop a deeper working knowledge of good practice and an ability to recognise the common challenges and pitfalls.

## What does it involve?

Through an engaging mix of video, interactive online tutorials and a hands-on workshop, you'll learn the practical skills you need.

This course will ensure you understand the legal and moral obligations, including the Public Sector Equality Duty (PSED). You'll also familiarise yourself with purpose and value of EQIAs as an integral part of ongoing organisational and policy change to drive positive real-world outcomes for society and continue strengthening public trust in our Civil Service.

Online tutorials guide you through each stage of the process including identifying when an EQIA is needed and applying principles of proportionality and relevance.

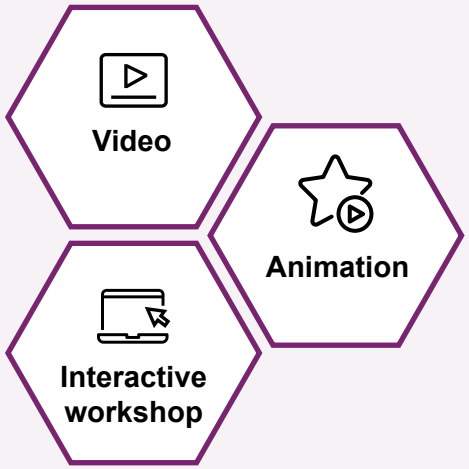
An interactive workshop session brings everything together using case studies, peer discussion and reflective activities to build confidence and show you how to embed equality thinking in everyday work

You'll leave with usable tools, templates and checklists equipping you to successfully continue completing the EQIA process in your work context.

## What's the outcome?

You'll leave feeling ready to carry out EQIAs effectively and when required during organisational and policy change. You'll know how to identify potential impacts early, ensure legal compliance, use evidence to inform decisions, and challenge or refine proposals. The outcome will be more inclusive policies, improved scenarios and progressive organisational performance – creating positive change that benefits all.

## Learning activities




**Delivery method:**

VLE DGTL

**Estimated learning time:**

Total without workshop:
3 hours 23 minutes

Total with workshop:
10 hours 23 minutes

## How to book

learn.civilservice.gov.uk

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