What are Equality Impact and Risk Assessments?
What is Equality?

Equality is about making sure people are treated FAIRLY and that they have the same opportunities to fulfil their potential.
Who are protected?

New protected characteristic groups

1. Age
2. Gender (M/F)
3. Gender Reassignment
4. Disability
5. Race
6. Religion or belief
7. Sexual orientation
8. Marriage and civil partnership
9. Pregnancy, maternity, and breastfeeding mums
What are Equality Impact Risk Assessments?

It is a process designed to ensure that a policy, project or scheme does not discriminate against any disadvantaged or vulnerable people.
Why do we undertake Equality Impact and Risk Assessments?

Meet the Equality Act 2010 (The Equality Act protects people from various types of discrimination relating to the different protected characteristics

To ensure we commission the right services and meet local need
Draft Equality Impact Assessment Process Flowchart

Initiation Stage
Understand proposed activity a through project initiation document (PID)
Why is the activity being proposed?
What is being proposed?
Who does the activity involve will there be a need for communication and/or engagement (this stage will include relevant advice on equality and inclusion and Communications and engagement)

Scope the Activity
Based on current evidence or the nature of the activity, what’s the relevance to equality and what is the known risk / likely adverse impact arising on protected groups?
For protected Groups: Gather or identify disaggregated data for scrutiny.

Conduct EIRA Stage 1
If activity is likely to have a moderate or unknown impact
If activity is low risk or its nature very unlikely to have significant adverse impacts
If activity is high risk or its nature very likely to have significant adverse impacts

E&RA scrutiny of Stage 1
E&I Business Partner provides QA check on submitted EIRA this may include raising queries (i.e. ‘suspend’ on U Assure) and a request for further information. Once assessed, next steps are recommended.

Where any significant adverse impacts, gaps or risk still possible
If significant adverse impacts identified and mitigated

Stage 2 Assessment
Equality and inclusion business partner provides quality assurance check on submitted EIRA evidencing ‘due regard’; following due process and where required mitigating action to newly attained data or feedback, E&I BPs give advice. CCGs decide.

EIRA Stage 1 complete move to formal approval Stage
thank you