

Inclusion at Work: Equality Impact Assessments



Elevate Your Impact: Equality Impact Assessment Training

In today's dynamic landscape, ensuring fairness, equity, and inclusion is not just a moral imperative, but a strategic necessity. For organisations across our sector, a crucial tool to achieve this is the Equality Impact Assessment (EIA). But knowing what an EIA is, and how to effectively conduct one, is key.

What You'll Learn

This session will equip you with the foundational understanding and practical insights to confidently approach EIAs. You will learn:

- **What is an EIA?** A systematic and thorough process of analysing a policy, programme, or service – whether new or existing – to identify its potential impact on different groups of people. We'll show you how it helps uncover and address any unintended negative consequences or opportunities to better promote equality.
- **Why are they so impactful?** EIAs are crucial because they empower your organisation to:
 - Proactively Ensure Fairness
 - Enhance Inclusivity & Engagement
 - Drive Better Decision-Making
- **How to conduct one:** We'll walk you through the practical steps and best practices for performing an effective EIA, including:
 - Defining the scope and identifying key stakeholders.
 - Gathering relevant data and evidence.
 - Analysing potential impacts on different protected characteristics.
 - Identifying actions to mitigate negative impacts and promote positive ones. Monitoring and reviewing the effectiveness of your EIA.

By gaining the skills to embed EIAs into your planning and review cycles, you can ensure your policies are truly equality-proofed, fostering environments where every individual feels valued and respected.

Wednesday 27 August 2025
Online via Zoom - 9.30am to 11.00am

Session Timings

09.30am Session starts
11.00am Session concludes

The session is aimed at senior managers and staff with responsibility for HR in the organisation.

Delegates will have the opportunity to ask questions at the end of the session.

About the Speaker



Aneela McKenna

Aneela EDI consultant, entrepreneur and mentor - Aneela McKenna is an award-winning equality, diversity and inclusion change-maker. She is founder of the Mòr Diversity EDI Consultancy who works across all sectors at a national and global level delivering workshops, strategy and audits on EDI. Aneela has an infectious passion and a quiet determination to amplify marginalised voices and assist others to understand and embrace EDI - to enrich industry and organisational culture whilst increasing representation in public life.

Costs

This session is an EVH members only event and is £45 + VAT.

How to Book

If you wish to book, simply complete and return the attached booking form to secure your place. Contact Events@evh.org.uk or call the EVH office on 0141 352 7435 if you have any questions.

