

A Quick Guide to Equality Impact Assessment

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Introduction

UK legislation requires that all public service activities – that is, functions and policies, whether existing or proposed – go through an equalities impact assessment (EIA). The EIA should identify the extent to which an activity might have a positive or negative differential impact on individual members of specific groups. As a result, action can be planned to correct any deficiencies.

But EIAs are proving difficult to implement in a useful manner. This brief document looks at why this is the case, how managers can use the EIA to add value, and what the basic EIA should comprise.

The Problem with EIAs

The problem is that EIAs can be resource intensive, inconsistent and cumbersome. They can become a further bureaucratic overhead on already overstretched managers. They can be a distraction from proper performance management, placing unwarranted emphasis on a paper compliance process. They can hold back the mainstreaming of equalities, by turning the Equality function into a police force and the service manager into the potential wrong-doer. They can completely fail to do what they are supposed to do.

The Right Approach

So how should we approach the EIA?

For access to Black Radley's automated EIA tool, click [here](#).

For access to the full document, click [here](#).

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