

EQUALITY IMPACT ASSESSMENT (EIA) CHECKLIST

- How will the employer/public authority discharge its duty in respect of S149 of the Equality Act 2010?
- How will it:
 - Eliminate discrimination
 - Advance equality of opportunity
 - Foster good relations
- Has the policy/practice/decision considered the impact on all the protected characteristics
 - Age;
 - Disability;
 - Gender;
 - Gender reassignment
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sexual orientation
- Has the employer/public authority consulted with the appropriate groups that will be affected by the policy/practice/decision? eg Trade unions, staff, parents, community groups and other stakeholders.
- What information/data gathering processes has the public authority/employer used to demonstrate that effective consideration has been given to the equality impact of the policy/practice/decision?
- What mechanisms have been put in place for monitoring the Equality Impact Assessment to determine whether there is any change to the impact of the policy or practice?
- How have decision makers (eg Governors/Academy Trusts) been advised of the impact assessment and what training has been provided on the requirements of the duty?
- If an adverse impact on a particular group has been identified what steps will the employer/public authority take to address this?
- How and where will the EIA be documented?
- If the public authority/employer has considered that it is not required to undertake a EIA, ask how it intends to demonstrate that it has complied with the law by having due regard to equality in relation to all of its functions.