Strategic Equality Impact Assessment

Quick guidance summary

Overview

- Equality Impact Assessment (EIA) is a process that allows senior management to more proactively develop inclusive strategies and to consider and measure the impact of their organisation’s strategies and policies on driving forward equality.
- At a strategic level, EIA can help:
  - Identify high level risks for groups likely to be disadvantaged or negatively impacted by strategy and policy;
  - Identify opportunities to further advance equality;
  - Support informed decisions about changes or action required to mitigate against negative impacts and to support greater equality.
- **EIA is a legal requirement for all public bodies in Scotland.**
- This guidance has been designed as a practical resource to support strategic level EIA in Scottish colleges and universities, in line with Scottish legislative requirements (but with the principles transferable to any institution wishing to enhance equality and diversity).
- The guidance is the result of a collaborative project, funded by the Scottish Funding Council (SFC) and led by Advance HE, in conjunction with Scottish college and university partners.
- The guidance is for anyone either involved in EIA of strategy, or wishing to improve or better understand how to effectively manage or contribute to the process.
- The guidance does not seek to replicate the range of other guidance available on EIA and the legal requirements; there are relevant information links to other background information in the practical tools and resources section.

In brief: how to use the guidance

- There are four stages to the EIA model – scoping, assessing, embedding and monitoring. Each stage has a dedicated webpage which provides tips and support for carrying out a thorough and informative EIA.
- To use the model and practical tools, go straight to the practical guidance section.
- There are prompts for particular types of institutional staff who may find some sections of the guidance more relevant and helpful to their roles.
- The practical tools and resources section includes case studies, templates, exemplars and checklists; some of these are downloadable.

Development of the guidance and feedback.

- The guidance will evolve as engagement with it increases. We would be delighted to receive your comments and feedback to help us improve the guidance to better meet your needs.