

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.