

What are Equality Impact and Risk Assessments?



The Personal Development Cafe

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What is Equality?

Equality is about making sure people are treated FAIRLY and that they have the same opportunities to fulfil their potential.



Who are protected?

New protected characteristic groups

1. Age
2. Gender (M/F)
3. Gender Reassignment
4. Disability
5. Race
6. Religion or belief
7. Sexual orientation
8. Marriage and civil partnership
9. Pregnancy maternity and breastfeeding mums



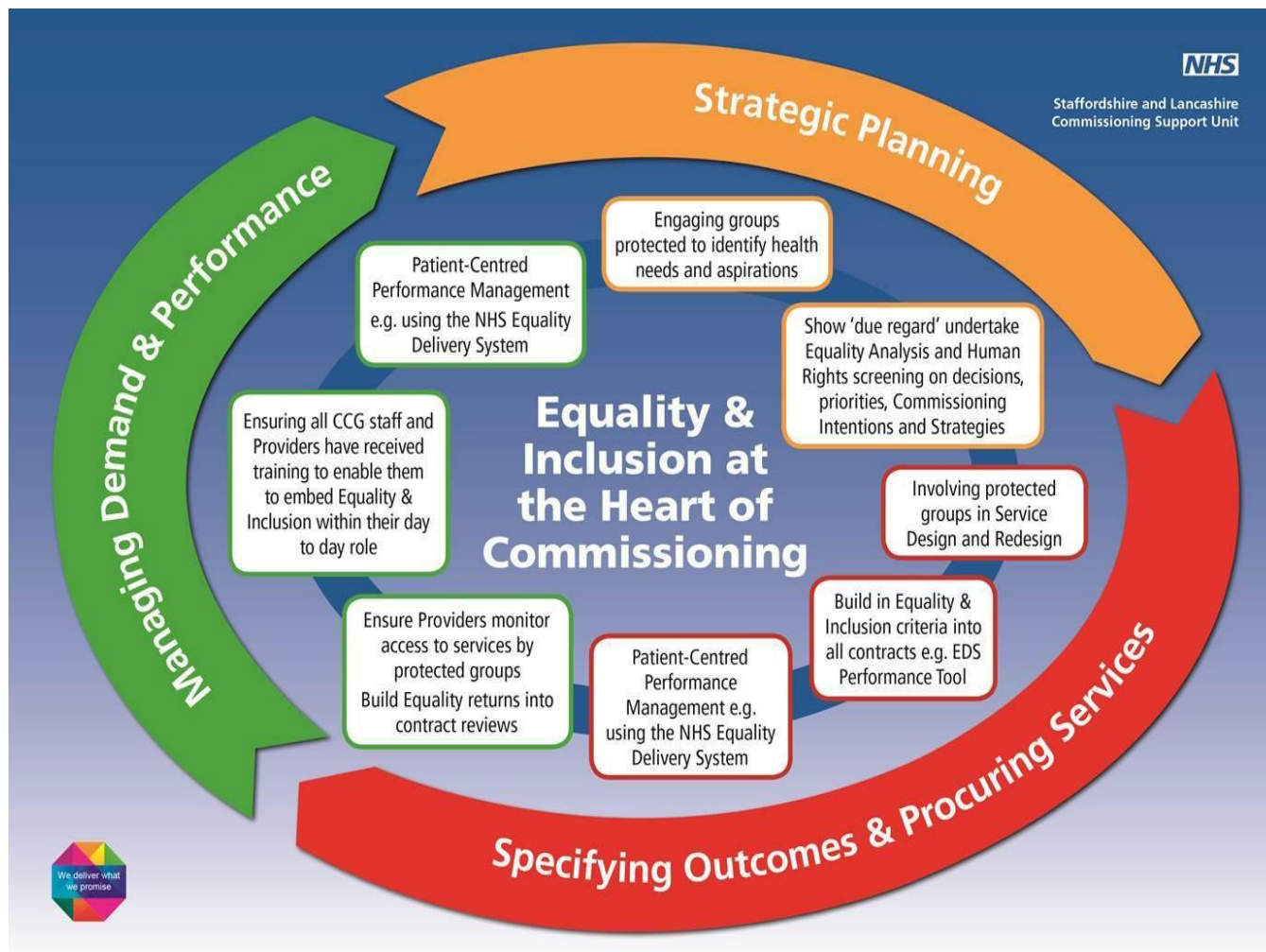
What are Equality Impact Risk Assessments?

It is a process designed to ensure that a policy, project or scheme does not discriminate against any disadvantaged or vulnerable people

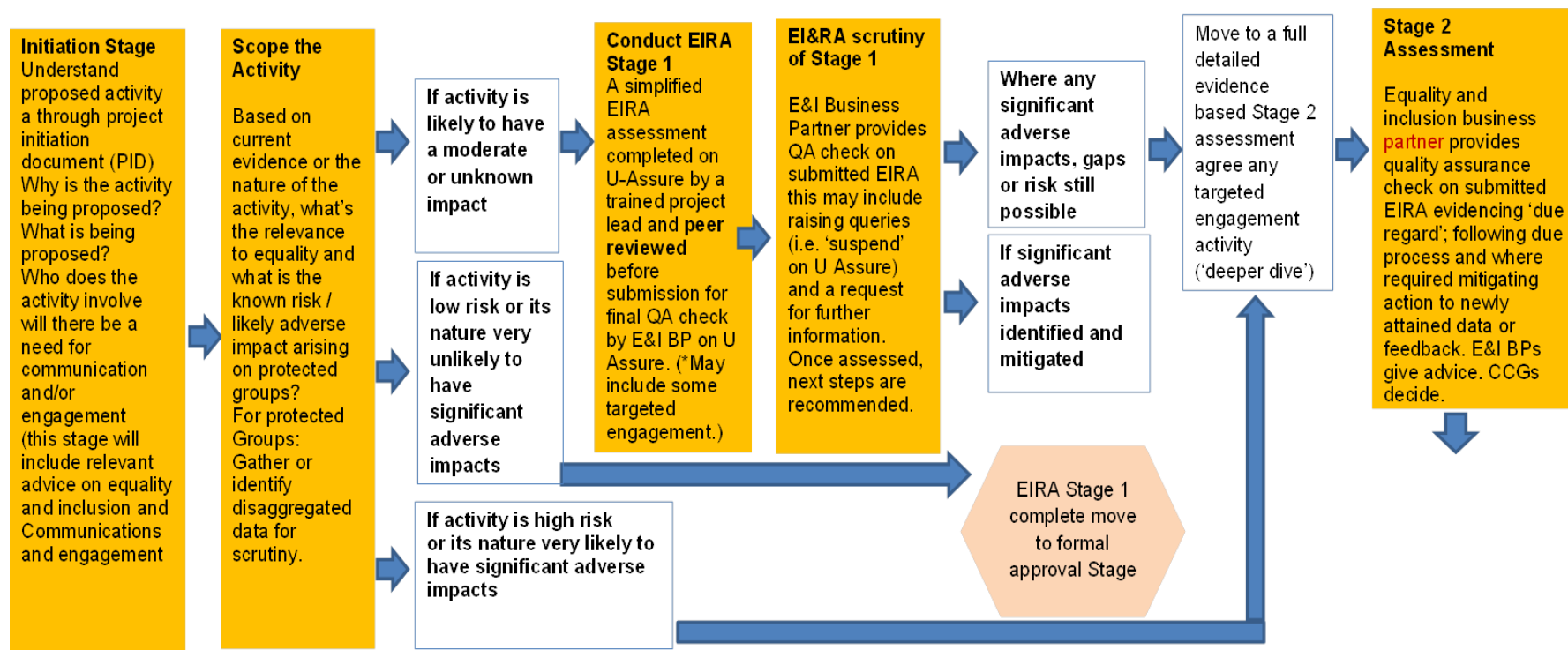
Why do we undertake Equality Impact and Risk Assessments?

Meet the Equality Act 2010 (The Equality Act protects people from various types of discrimination relating to the different protected characteristics)

To ensure we commission the right services and meet local need



Draft Equality Impact Assessment Process Flowchart



thank you

