



Equality Impact Assessment (EqIA) in Research Pilot: Update

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What is an Equality Impact Assessment?

- An Equality Impact Assessment (EqIA) is a process involving analysis and practical implementation that helps a service/policy/research/review/project to ensure that different people's needs will be and are being met.
- It ensures that consideration is given to issues of fairness and of acting flexibly and differentially to ensure equal opportunity.

- ARC East Midlands (EM) is committed to ensuring that the research conducted through its studies do not disadvantage anyone, particularly individuals or groups who are underserved or who have a Protected Characteristic as defined by the Equality Act 2010. For this we assess 'differential impact'.
- Whilst all ARC EM partners will have their own EqIA arrangements, any ARC EM-funded research will have its own dedicated EqIA process so that equality considerations apply at all stages of the research study, from construction to outcome and beyond.

‘Differential Impact’

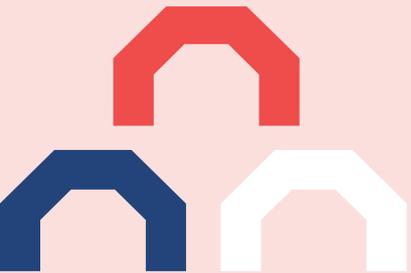
- In relation to each Protected Characteristic and any other factor(s) that are relevant, we ask projects to assess whether the research has the potential for:
 1. Positive Impact
 2. Negative Impact
 3. No ImpactOr whether the impact is
 4. Not Known

What is our EqIA process?

- Completion of two EqIA questions on the ARCEM Study application form.
- Once approved by the Scientific Committee, an invitation is sent to the study team contact(s) to join a Workshop or Briefing session arranged by the Centre for BME Health to offer and provide instruction and further clarification.
- The EqIA Package (consisting of Form; Guidance notes; a Directory of useful organisations and sources of information; and a Health Inequalities data sample) is sent to the study team contact prior to the session.
- Submission of completed EqIA.
- Consideration/Review of EqIA by the EqIA Panel.
- Detailed feedback on EqIA form sent to study team contact.
- Study progress – Progress reports include updates on the EqIAs.
- The EqIA Panel is available for ongoing advice and guidance.



EqlAs must be carried out prior to the commencement of the research in order to understand its potential to help reduce health inequalities. Constant review and assessment of the EqlA must occur throughout the duration of the research.





To date 10 EqlA's have been completed and are now subject to ongoing monitoring



Positive Findings

- Widening of equality focus and appreciation
- Recognition that 'one size does not fit all'
- Changes in trial design and planned methods of community engagement
- Greater awareness of impact and 'intersectionality'
- More effective use of equality data
- Consideration of issues of stigma and discrimination
- The need to think 'outside the box'
- Positive comments received as a result of training and guidance

Things to work on

- Increased take-up of training and offer of guidance
- More time devoted to completing initial EqIA
- Ensuring greater use of Guidance Notes and of material contained in the EqIA Package
- Recognition of the need to consider ‘potential’ and/or ‘unintentional’ discrimination
- How to distinguish between different ‘impacts’
- Understanding that change is a factor
- Fuller and SMART focused Action Plans
- Use of equality monitoring

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