

Equality Impact Assessment (EqIA) Form

ARC 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 (see Guidance Notes).

The Equality Impact Assessment (EqIA) process is an approach designed to improve equality analysis, practice and outcomes. It helps determine and understand how what we do may affect people differently. Whilst it is a key part of the evidence that is needed to demonstrate compliance with the Equality Act's Public Sector Equality Duty, the most important outcome of this process is showing how individual research studies make a real difference to the lives of people from all communities.

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.

For equality-related support in completing your EqIA, please contact the Centre for Ethnic Health Research on Ethnichealthresearch@leicester.ac.uk (See the Centre's website - ethnichealthresearch.org.uk - for further information).

PLEASE RETURN THIS FORM, TOGETHER WITH A COPY OF YOUR STUDY PROTOCOL, TO THE CENTRE FOR ETHNIC HEALTH RESEARCH USING THE ABOVE EMAIL ADDRESS

Please read the Guidance Notes before completing each section.

1. Entitle and give a brief description of the research, study, review or proposal

2. What are the key aims and benefits of the research, study, review or proposal?



- 3. Identify any previous equalities related research or consultation relevant to your research, study, review or proposal**

- 4. Describe how the research, study, review or proposal will (or may) affect or impact upon equality**

5. Identify who – from the Protected Characteristic groupings or other relevant underserved or disadvantaged communities – will (or may) be affected, how and any necessary action(s)

| Protected Characteristic | Is there a potential for positive or negative impact? ¹ | Please explain and give examples of any evidence/data used | Action(s) to be taken to address impact ² |
|---|--|--|--|
| Age | | | |
| Disability (Including application of the NHS Accessible Information Standard (see (Guidance Notes) | | | |
| Gender Reassignment | | | |
| Marriage and Civil Partnership | | | |
| Pregnancy and Maternity | | | |

¹ You may also wish to consider 'No Impact' or 'Impact Not Known' (see Guidance Notes)

² This is particularly important for negative impact

| | | | |
|---|--|--|--|
| Race | | | |
| Religion or Belief | | | |
| Sex | | | |
| Sexual Orientation | | | |
| Other e.g. socio-economic status, employment status, carers, location (geography), migrant status (e.g. asylum seekers, refugees, economic migrants), looked-after children, homeless people, human rights implications | | | |



6. Provide a summary of the main equality issues identified through this analysis

7. How will you monitor and evaluate the equality impact of your study?

8. Use the Action Plan (Appendix) to record the actions that need to be taken to address the issues identified in this form, e.g. in Column 4 of Question 5.

ACTION PLAN

What actions do you intend to take (or have you taken) to address the findings arising from the EqIA?

(Note: Actions should include SMART actions highlighting reasonable adjustments you will take within the scope of your research, study, review or proposal. Based on indications of negative impact identified in Section 5, examples may include a) What you might do to mitigate the risk of people from ethnic minority communities, people with disabilities or people of religion being unable to participate in your research study; b) Extending the research study scope to better understand the experiences of people from one or more of the Protected Characteristic groups; c) Consulting with people from a particular Protected Characteristic group in more detail; d) Putting monitoring procedures in place focusing on one group in particular.

Please sign and date your Action Plan

| Action | By when? | Responsibility of? | Monitored through (by and when)? | Impact? | Status* |
|--------|----------|--------------------|----------------------------------|---------|---------|
| | | | | | |
| | | | | | |
| | | | | | |

* Use a Traffic Light (RAG) System and colour code here

Assessor's Name:

Date:

Assessor's Signature: