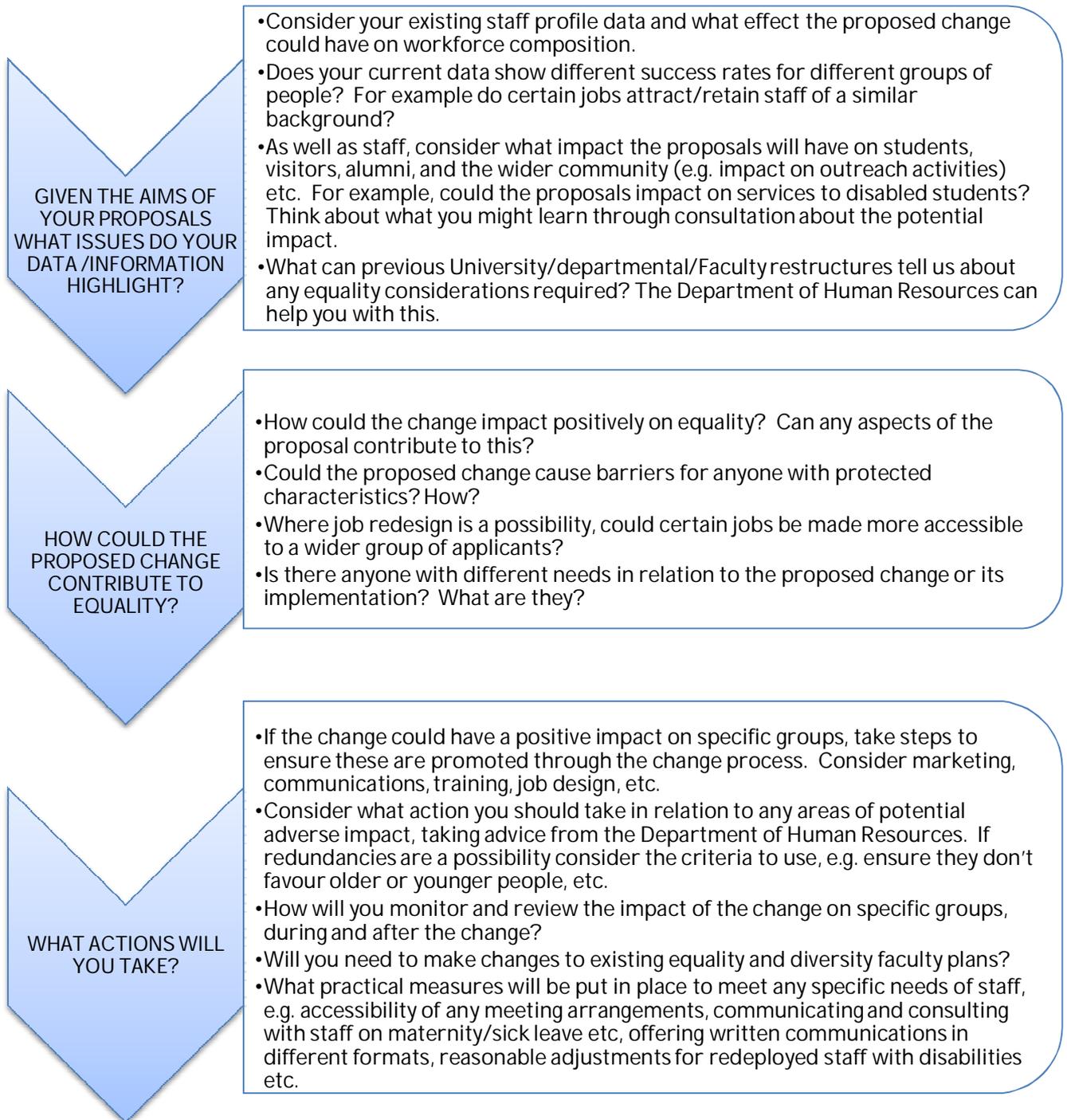


## 2. Change Equality Impact Assessment

### The Change Equality Impact Assessment Flow-Chart



<p>GIVEN THE AIMS OF YOUR PROPOSALS WHAT ISSUES DO YOUR DATA /INFORMATION HIGHLIGHT?</p>	
<p>HOW COULD THE PROPOSED CHANGE CONTRIBUTE TO EQUALITY?</p>	
<p>WHAT ACTIONS WILL YOU TAKE?</p>	

NB Remember to incorporate any actions identified into your overall Action Plan.

## Change Equality Impact Assessment Examples

**Restructuring EIA Example:** An EIA undertaken at the proposal stage identified that a restructure might have a negative impact on women and on black and older staff: redundancies were anticipated, so fewer jobs would be available, particularly at senior management level; and many older staff who had been in post for a number of years had no recent experience of job applications and interview.

Actions taken included: a programme of support made available to all staff, focusing on briefings about the assessment centre process, as well as job application and interview techniques, careers advice help with writing CVs.

A post-restructure review revealed: an increase in black senior managers; no negative impact on women or disabled staff; and a more equal balance between women and men among administrative staff. The EIA process also improved management understanding of the workforce and further regular monitoring is now in place.

Source: Equality and Human Rights Commission