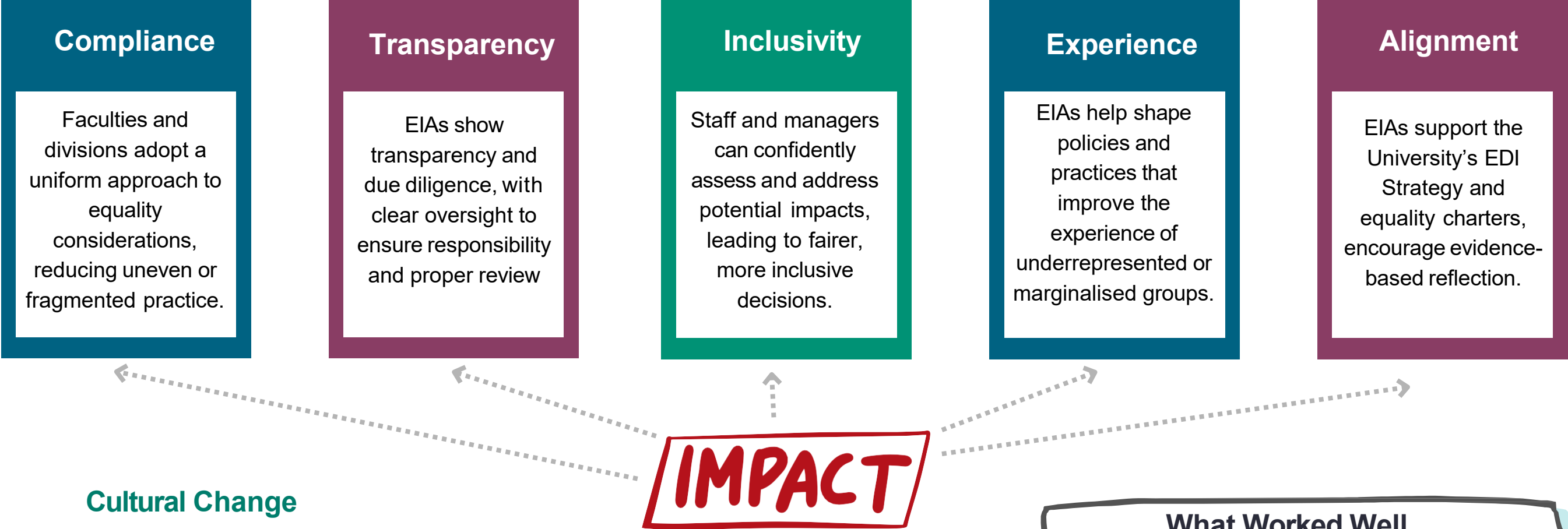
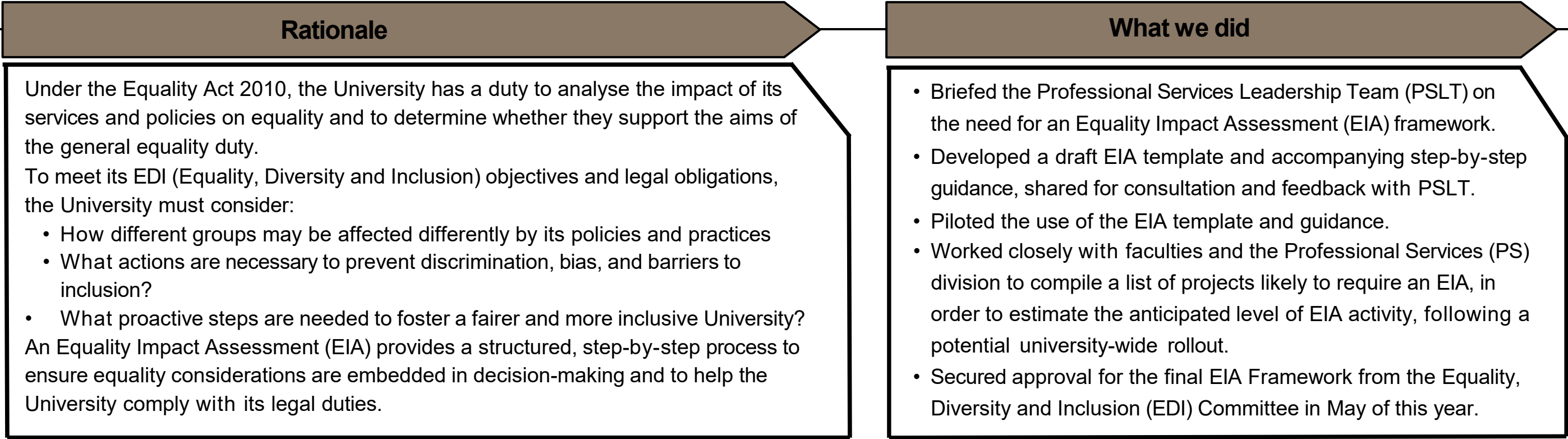


# LU Equality Impact Assessment (EIA) Framework

Action Plan Reference: C1a



Clear guidance, strong institutional support, and well-embedded processes for EIAs provide a solid foundation for inclusive decision-making and sustainable cultural change.



### Cultural Change

- Embedding**

Equality considerations become a routine part of decision-making.
- Ownership**

Responsibility for equality is shared institution-wide, not left to specialists.
- Engagement**

Genuine consultation with affected groups shapes decisions.
- Reflection**

Ongoing monitoring and review drive continuous improvement and inclusive outcomes.

- Consistency
- Clarity
- Practical and accessible
- Strong focus on consultation
- Accountability

### What Worked Well

- Everyone follows the same methodology and principles, making the process straightforward and reliable.
- Step-by-step guidance, clear form / template, and accessible support make the process simple to follow.
- Real-world scenarios help staff understand and apply the guidance effectively.
- Listening to and responding to the concerns of decision makers with evidence strengthens outcomes.
- Reflecting on differential impacts and addressing them reinforces accountability and advances inclusion.

### Broader Reach - Ensuring Best Practice

- Consistency & Integration – Standardised templates embed EIAs into policies, projects, and reviews across all departments.
- Collaboration & Learning – Shared EIAs and datasets build knowledge, cut duplication, and strengthen evidence-based practice.

### Challenges

Some concerns were raised that the framework could lead to a “cottage industry” of EIAs. To mitigate this, an example list of faculty and divisional work requiring an Equality Impact Assessment was compiled, providing clarity on expectations. Questions around the level of support for staff were also addressed, with assurance that the EDI Team will offer guidance and assistance where needed.

### Next Steps

EIA Framework has now been rolled out with an associated [webpage](#).

The University should embed Equality Impact Assessments (EIAs) into everyday practice through awareness campaigns, mandatory inclusion in decision-making workflows, and targeted training. Regular reviews, case studies, and alignment with institutional strategy and external standards will ensure transparency, learning, and impact.

### Find Out More

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[Equality Impact Assessments | Staff Intranet](#)

