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.

Rationale

Under the Equality Act 2010, the University has a duty to analyse the impact of its services and policies on equality and to determine whether they support the aims of the general equality duty.

To meet its EDI (Equality, Diversity and Inclusion) objectives and legal obligations, the University must consider:

- How different groups may be affected differently by its policies and practices
- What actions are necessary to prevent discrimination, bias, and barriers to inclusion?
- What proactive steps are needed to foster a fairer and more inclusive University? An Equality Impact Assessment (EIA) provides a structured, step-by-step process to ensure equality considerations are embedded in decision-making and to help the University comply with its legal duties.

What we did

- Briefed the Professional Services Leadership Team (PSLT) on the need for an Equality Impact Assessment (EIA) framework.
- Developed a draft EIA template and accompanying step-by-step guidance, shared for consultation and feedback with PSLT.
- Piloted the use of the EIA template and guidance.
- Worked closely with faculties and the Professional Services (PS)
 division to compile a list of projects likely to require an EIA, in
 order to estimate the anticipated level of EIA activity, following a
 potential university-wide rollout.
- Secured approval for the final EIA Framework from the Equality,
 Diversity and Inclusion (EDI) Committee in May of this year.

Compliance

Faculties and divisions adopt a uniform approach to equality considerations, reducing uneven or fragmented practice.

Transparency

ElAs show
transparency and
due diligence, with
clear oversight to
ensure responsibility
and proper review

Inclusivity

Staff and managers can confidently assess and address potential impacts, leading to fairer, more inclusive decisions.

Experience

ElAs help shape
policies and
practices that
improve the
experience of
underrepresented or
marginalised groups.

Alignment

ElAs support the
University's EDI
Strategy and
equality charters,
encourage evidencebased reflection.

Cultural Change



Embedding

Equality considerations become a routine part of decision-making.



Ownership

Responsibility for equality is shared institutionwide, 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.

Find Out More



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Equality Impact Assessments | Staff

Next Steps



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.

