

INVITATION

EQUINET TRAINING

'PROMOTING EQUALITY: EQUALITY IMPACT ASSESSMENT'

**29-30 APRIL 2010,
BELFAST, NORTHERN IRELAND**

BACKGROUND

Equality impact assessment has emerged across the Member States as a key tool in the promotion of equality. In a number of Member States equality impact assessment has been developed on foot of legislative duties on public sector bodies to have due regard to equality in carrying out their functions. In other countries equality impact assessment has emerged on a more voluntary basis within individual organizations or across public sector bodies.

Equality impact assessment is a tool for testing whether a new policy or programme will achieve benefit for people from groups experiencing inequality across all the grounds covered by equality legislation. It is applied at design stage to assess to what extent the new policy or programme is free from discrimination, takes account of diversity, and advances equality. Equality impact assessment can also be used within organizations as a tool for assessing what impact the internal policies, procedures and practices of an organization have on equality, diversity and non-discrimination within the organization.

Equality bodies can play, and have played, valuable roles in the development, implementation and promotion of equality impact assessment tools. This work can form a key element within their mandate to support good practice and to promote equality.

The [Equality Commission for Northern Ireland](#) who is co-hosting this training seminar has extensive experience and expertise in equality impact assessment within public sector bodies.

OBJECTIVES

This seminar is designed to:

- Promote and share the experience and knowledge developed by equality bodies in this area of equality impact assessment.
- Provide a clear understanding of what equality impact assessment is and what it involves.
- Develop skills and understanding in the development, implementation and promotion of equality impact assessment.
- Explore the roles that can be played by equality bodies in developing, implementing and promoting equality impact assessment in policy making and within organizations.

PROGRAMME

The seminar will open with a plenary session to explore the potential and the practice of equality impact assessment. There will be a presentation on the purpose of equality impact assessment and on what is involved in implementing equality impact assessment. Two equality bodies will share their experiences in developing, implementing and promoting equality impact assessment in policy making and in the internal procedures and practices of organizations.

Two working groups will then be given an exercise to carry out an equality impact assessment on a policy document. They will be given a summary of the policy document and key data for context. They will be supported to prepare a report of their impact assessment and its implications.

Two other working groups will be given an exercise to carry out an equality impact assessment on the internal policies, procedures and practices of an organization. They will be given a summary of the organization and its structures and key data for context. They will be supported to prepare a report of their impact assessment and its implications.

The seminar will include plenary sessions devoted to expert presentations on 'Criteria for equality measurement', on 'Creating the context for equality impact assessment – Legislative and non-legislative approaches', and on 'Establishing the role of equality bodies in promoting and implementing equality impact assessment'.

In a final plenary the four working groups will present the results of their work for discussion and analysis.

WHERE

Equality Commission for Northern Ireland, Equality House, 7-9 Shaftesbury Square, Belfast BT27DP, Northern Ireland.

WHEN

9.30am Thursday 29th April 2010 to 13.00 Friday 30th April 2010.

BOOKING

Participation is free for Equinet Members. Travel and subsistence costs will be covered by Equinet. A complete programme for this seminar will be issued shortly along with practical information.

CAPACITY

The training has a maximum capacity of 45 participants. Each Member organization is entitled to register one participant. The registration of a second participant will be based upon availability and according to the first come, first served rule.

Seats are limited, early booking is advised!

Please go to www.equineteurope.org to learn more and register.

== Equinet AISBL is a not-for-profit International Association ==