

Introducing our Equality Impact Assessment

3 October 2022

At ONR, we want to ensure that we maintain our commitment to be inclusive and that everyone is aware of all the areas which accessibility covers. This is so that as we move forward in making significant changes to our policies, creating new projects, programmes, documents or sharing content in our meetings, we can improve our efforts to make sure that **all** our products and services are usable for as many people as possible regardless of specific access needs.

We're delighted to share that we have launched our new Equality Impact Assessment (EIA). An approach that is designed to help us think about the effects that our policies and working practices have on others and what we can do to break down barriers to equality.

If you lead on policy or projects, we encourage you to complete an EIA as early as possible in your planning and development phase. By completing the assessment, you'll be able to discover any gaps and build in adequate time to make any adjustments identified in the EIA to ensure that the policy or project will be inclusive when it is launched.

For any existing policies or processes that are due to be reviewed, we would encourage the owners to complete an EIA and make any adjustments as needed.

Why do we need Equality impact Assessments?

Carrying out EIAs is a means of ensuring that we pay due regard to the Equality Act (2010) but that's not why we're doing them. We all want to make ONR the very best it can be, and any changes you make will ultimately benefit everyone. EIAs are in place to ensure that any changes:

- do not inadvertently disadvantage anyone directly affected; and
- wherever possible, they proactively advance equality, diversity, and inclusion.

It's good practice when developing a policy, or a new initiative to anticipate the likely effects it may have and to take steps to prevent or minimise any likely harmful effects, especially on people who share any of the characteristics that are protected under the Equality Act.

This ensures that disadvantaged groups are not further disadvantaged by the policies, processes, and initiatives we adopt. It also ensures that those responsible for undertaking change are properly advised of the potential effects of proposals before they take decisions that affect others.

How we do it

In partnership with members of the Diversity & Inclusion Group (DIG), we have developed a template along with some guidance that asks several questions which allow for affected groups to be identified, and for any negative impacts and mitigating actions to be noted. The guidance and template can be found on [How 2](#).

If you'd like to learn more about the EIA, contact [REDACTED] for advice about how to get started and to address any steps required to help you plan a suitable way forward.

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