NIHR | Applied Research Collaboration

NIHR Applied Research Collaboration: East of England

Equality Impact Assessments

Community of Practice

Elspeth Mathie and Lucy Gregory

20/10/26

20 Years

Equality Impact Assessment

What is an Equality Impact Assessment?

- EqIA is an approach designed to improve equality analysis, research practice and outcomes.
- It helps to determine and understand how what we do may affect people differently.
- Ensures consideration is given to issues of fairness, acting flexible and differently to ensure **equal opportunity**.
- Pays attention to legal obligations outlined in *Equality Act 2010.*
- Essential part of planning prompting wider and deeper thinking

- **A thorough EqIA can enhance the quality and reach of research**

Equality Impact Assessment

- Focus on nine protected characteristics of *Equality Act (2010)*
- Most EqIAs include an action plan to determine ways to minimise disadvantage to specific groups
- Health inequality assessments focus on socioeconomic status/deprivation, income and access barriers



Equality Impact Assessment

Who should complete an EqIA?

EqIAs should be carried out at all decision-making processes.

- Consultations
- Events/Functions
- Funding activities
- Guidelines
- Initiatives
- Policies
- Reviews
- Research/Studies/Projects









Equality Impact Assessments

- Most institutions have their own EqIA (universities, county councils, ICBS and the NIHR).
- The most appropriate EqIA to use may be one from your institution or one a fellow colleague within your research field has used
- Specific EqIA for Systematic Reviews
- ARC EoE has 5 completed EqIAs.

These used the following templates:

ARC East Midlands Equality Impact Assessment

Herts County Council EqIA

NIHR EqIA

Equality Impact Assessments – ARC related

Name	Description	Advantages	Disadvantages	Examples at ARC EoE
ARC East Midlands EqIA	8 sections with embedded action plan	Many examples of completed ones	Small section to discuss health inequalities	YES
NIHR EqIA	8 sections covering monitoring and stakeholders	Focus on PPIE	Open ended responses	YES
ARC East Midlands Systematic Review	2 sections, section A to be completed prior to systematic review and section B to completed following completion	Specific for systematic reviews Less time consuming as complete in two halves		NO

Equality Impact Assessments – Council

Name	Description	Advantages	Disadvantages	Examples at ARC EoE
Herts County Council	7 sections with focus on protected characteristics	Overall outcome section	No action plan to follow	YES
Essex County Council	7 sections with focus on protected characteristics with an embedded action plan	Table layout for 9 protected characteristics Action plan for reviewing	Table layout for 9 protected characteristics Action plan for reviewing	NO
Cambridge City Council	13 questions, action plan embedded and focus on impacts		Focus more on council services rather than research projects but can be adapted	NO

Equality Impact Assessments – Universities

Name	Description	Advantages	Disadvantages	Examples at ARC EoE
University of Cambridge EIA	Three Stages 1. Proposal details 2. Assessing impact and action planning 3. Outcome	Table format Concise and less time consuming	Most appropriate for those from the university to complete	NO
University of Hertfordshire EIA	6 sections 1. Summary of study 2. Evidence 3. Protected characteristics 4. Action plan 5. Public sector equality duty 6. Outcome [3 choice tick box]	More comprehensive for a University EIA	Little acknowledgment of health inequalities	NO

Health Inequality Impact Assessments

Name	Description	Advantages	Disadvantages	Examples at ARC EoE
Health Equity Assessment Tool	4 stages: 1. Prepare, 2. Assess, 3. Refine and apply, 4. Review	Lighter systematic framework	Requires good data to acknowledge inequalities	YES
Health Inequalities Assessment Toolkit	4 sections: 1. Clarifying the issues, 2. Designing, 3. Evaluating and 4. Planning	Do not need to complete sections in order	Open-ended questions needing lengthy response	YES
Equality and Health Inequalities Impact Assessment	11 sections: section 3 - protected characteristics. Section 4 - health inequalities	Focusses on both protected characteristics and health inequalitites	Longer (more time consuming) application	NO

Resources

ARC EoE Research Inclusion Workstream Webpage for specific ARC East of England guidance

ARC East Midlands Equality Impact Assessment Toolkit

ARC East Midlands offer monthly webinar on EqIAs - ARC East Midlands EqIA Webinars

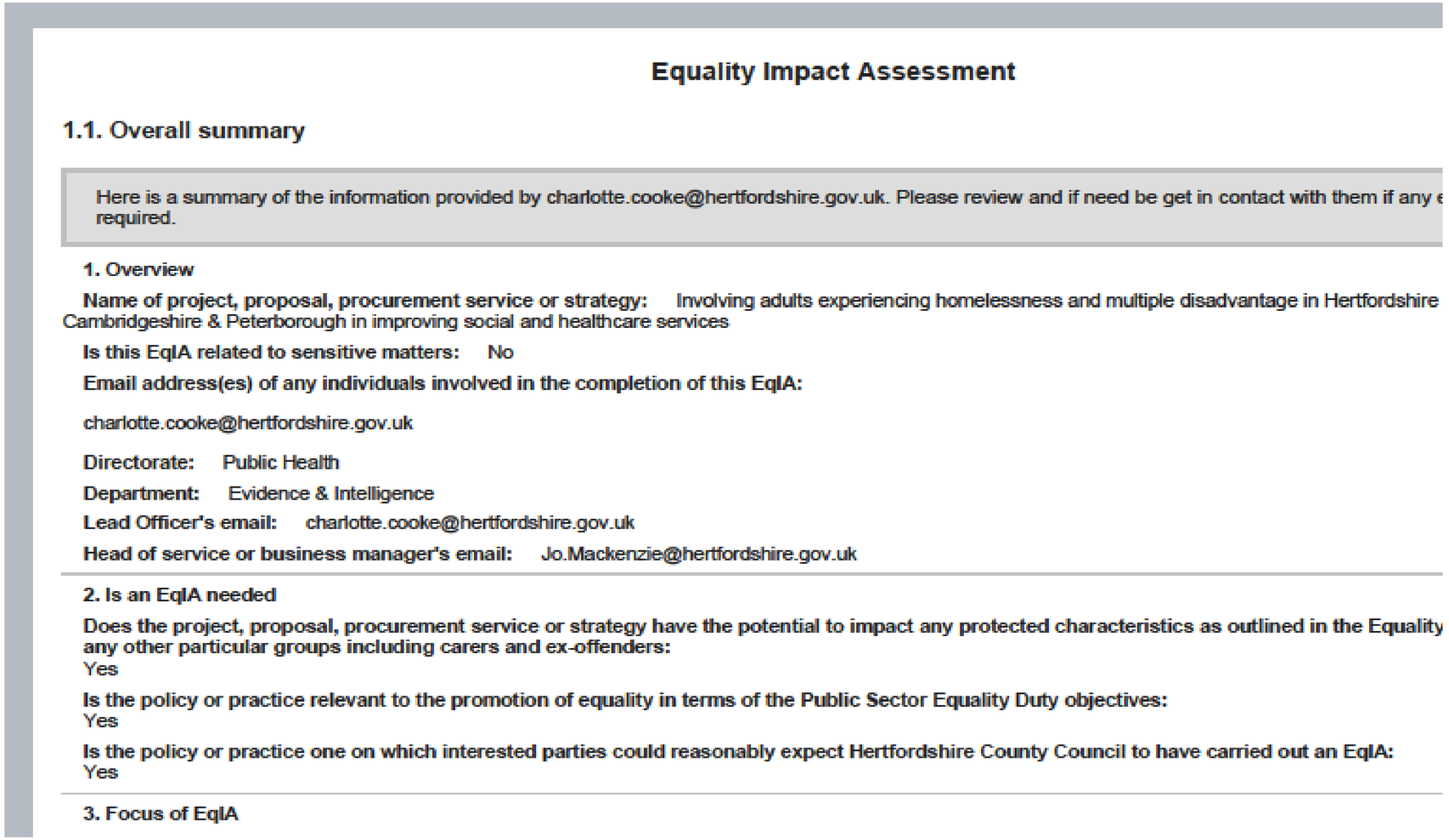
Email e.j.mathie@herts.ac.uk or l.gregory2@herts.ac.uk for advice and support

Example EqIA

East Midlands EqIA

Charlotte Cooke

Involving adults experiencing homelessness and multiple disadvantage in Hertfordshire and Cambridgeshire & Peterborough in improving social and healthcare services



Equality Impact Assessment

1.1. Overall summary

Here is a summary of the information provided by charlotte.cooke@hertfordshire.gov.uk. Please review and if need be get in contact with them if any e
required.

1. Overview

Name of project, proposal, procurement service or strategy: Involving adults experiencing homelessness and multiple disadvantage in Hertfordshire Cambridgeshire & Peterborough in improving social and healthcare services

Is this EqIA related to sensitive matters: No

Email address(es) of any individuals involved in the completion of this EqIA:

charlotte.cooke@hertfordshire.gov.uk

Directorate: Public Health

Department: Evidence & Intelligence

Lead Officer's email: charlotte.cooke@hertfordshire.gov.uk

Head of service or business manager's email: Jo.Mackenzie@hertfordshire.gov.uk

2. Is an EqIA needed

Does the project, proposal, procurement service or strategy have the potential to impact any protected characteristics as outlined in the Equality any other particular groups including carers and ex-offenders:
Yes

Is the policy or practice relevant to the promotion of equality in terms of the Public Sector Equality Duty objectives:
Yes

Is the policy or practice one on which interested parties could reasonably expect Hertfordshire County Council to have carried out an EqIA:
Yes

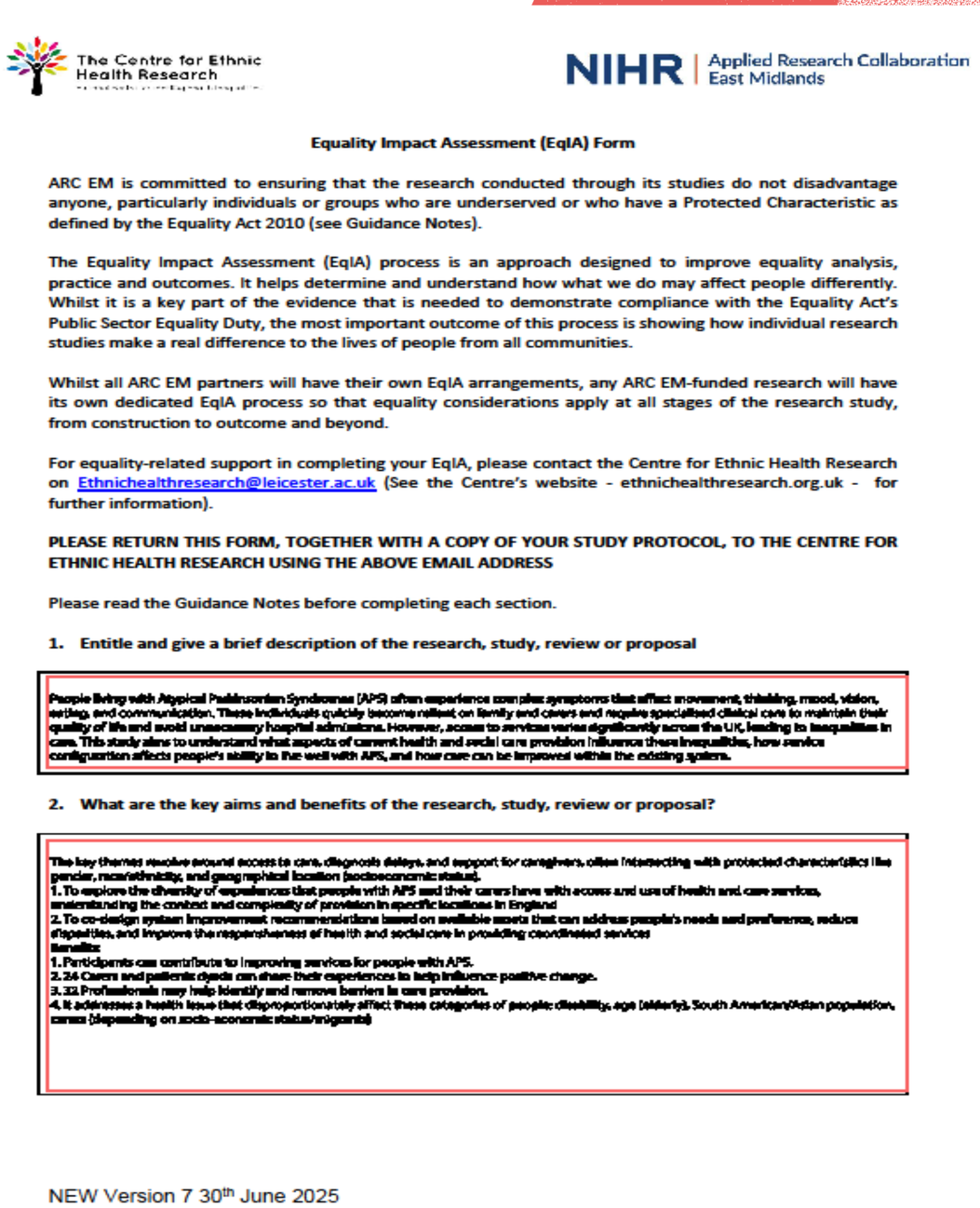
3. Focus of EqIA

Example EqIA

East Midlands EqIA

Annalisa Casarin

Improve APS



The Centre for Ethnic Health Research

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Equality Impact Assessment (EqIA) Form

ARC EM is committed to ensuring that the research conducted through its studies do not disadvantage anyone, particularly individuals or groups who are underserved or who have a Protected Characteristic as defined by the Equality Act 2010 (see Guidance Notes).

The Equality Impact Assessment (EqIA) process is an approach designed to improve equality analysis, practice and outcomes. It helps determine and understand how what we do may affect people differently. Whilst it is a key part of the evidence that is needed to demonstrate compliance with the Equality Act's Public Sector Equality Duty, the most important outcome of this process is showing how individual research studies make a real difference to the lives of people from all communities.

Whilst all ARC EM partners will have their own EqIA arrangements, any ARC EM-funded research will have its own dedicated EqIA process so that equality considerations apply at all stages of the research study, from construction to outcome and beyond.

For equality-related support in completing your EqIA, please contact the Centre for Ethnic Health Research on Ethnichealthresearch@leicester.ac.uk (See the Centre's website - ethnichealthresearch.org.uk - for further information).

PLEASE RETURN THIS FORM, TOGETHER WITH A COPY OF YOUR STUDY PROTOCOL, TO THE CENTRE FOR ETHNIC HEALTH RESEARCH USING THE ABOVE EMAIL ADDRESS

Please read the Guidance Notes before completing each section.

1. **Entitle and give a brief description of the research, study, review or proposal**

People living with Atypical Parkinsonian Syndromes (APS) often experience complex symptoms that affect movement, thinking, mood, vision, eating, and communication. These individuals quickly become reliant on family and carers and require specialised clinical care to maintain their quality of life and avoid unnecessary hospital admissions. However, access to services varies significantly across the UK, leading to inequalities in care. This study aims to understand what aspects of current health and social care provision influence these inequalities, how service configuration affects people's ability to live well with APS, and how care can be improved within the existing system.

2. **What are the key aims and benefits of the research, study, review or proposal?**

The key themes revolve around access to care, diagnosis delays, and support for caregivers, often intersecting with protected characteristics like gender, race/ethnicity, and geographical location (socioeconomic status).
1. To explore the diversity of experiences that people with APS and their carers have with access and use of health and care services, understanding the context and complexity of provision in specific localities in England
2. To co-design system improvement recommendations based on available assets that can address people's needs and preferences, reduce disparities, and improve the responsiveness of health and social care in providing coordinated services
Benefits:
1. Participants can contribute to improving services for people with APS.
2. 24 Carers and patients/pts can share their experiences to help influence positive change.
3. 33 Professionals may help identify and remove barriers in care provision.
4. It addresses a health issue that disproportionately affect these categories of people: disability, age (elderly), South American/Asian population, carers (depending on socio-economic status/migrants)

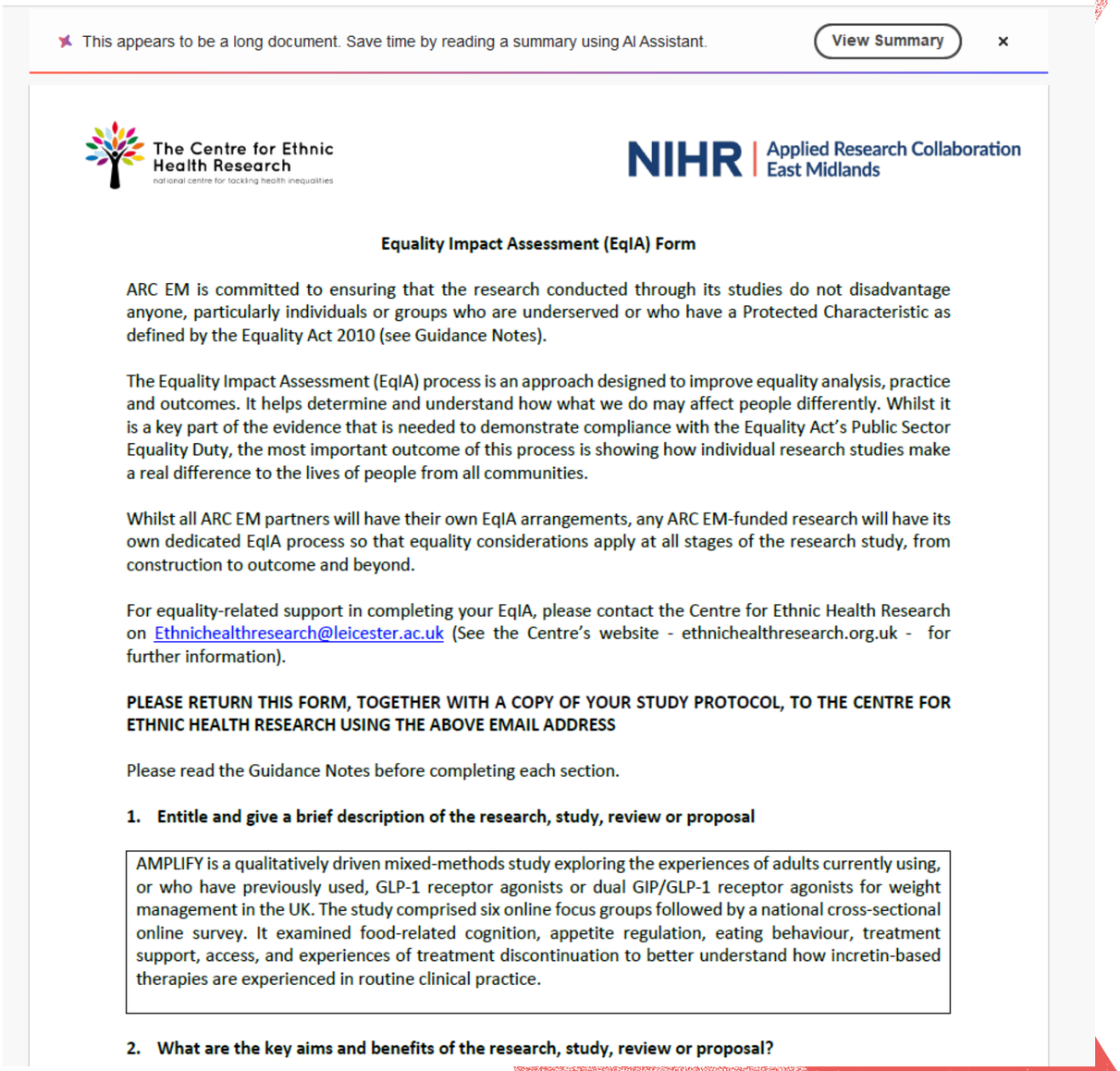
NEW Version 7 30th June 2025

Example EqIA

East Midlands EqIA

Marie Spreckly

AMPLIFY - adults using incretin-based therapies for weight management



This appears to be a long document. Save time by reading a summary using AI Assistant. View Summary ×

The Centre for Ethnic Health Research
national centre for tackling health inequalities

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AMPLIFY is a qualitatively driven mixed-methods study exploring the experiences of adults currently using, or who have previously used, GLP-1 receptor agonists or dual GIP/GLP-1 receptor agonists for weight management in the UK. The study comprised six online focus groups followed by a national cross-sectional online survey. It examined food-related cognition, appetite regulation, eating behaviour, treatment support, access, and experiences of treatment discontinuation to better understand how incretin-based therapies are experienced in routine clinical practice.

2. What are the key aims and benefits of the research, study, review or proposal?

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Thank you

For any questions or follow up, please email l.gregory2@herts.ac.uk

arc-eoe.nihr.ac.uk

20 Years