



Comisiwn
Cydraddoldeb a
Hawliau Dynol

Equality and
Human Rights
Commission

Using the PSED for impact

25th January 2023

Poll

How confident are you in using the PSED to generate impact?

- 1 not at all confident
- 10 very confident.

Public Sector Equality Duty

General Duty - requires public bodies to give due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010,
- Advance equality of opportunity between people who share a relevant protected characteristic and those who don't, and
- Foster good relations between people who share a relevant protected characteristic and those who don't.

Covers **9** protected characteristics

Having due regard

Eliminate unlawful discrimination – taking steps to ensure discrimination, harassment or victimisation of people with protected characteristics does not happen

Advance equality of opportunity - remove or minimise disadvantages related to protected characteristics

- encourage participation of people with protected characteristics in areas where it is disproportionately low

Foster good relations – tackle prejudice

- promote understanding

Having due regard

6 essential principles to explain how the general duty can be fulfilled

1. Knowledge
2. Timeliness
3. Real consideration
4. Sufficient information
5. No delegation
6. Review

Specific duties

Equality impact assessments

Public bodies must:

- assess the likely impacts of proposed policies or practices or proposed changes to existing policies or practices on their ability to meet the general duty
- Publish reports of the assessment where they show a substantial impact (or likely substantial impact) on their ability to meet the general duty
- Monitor the impact of policies and practices on their ability to meet the general duty

What is an equality impact assessment?

Opportunity to

- Explore the potential for positive impact
- Be able to remove/mitigate negative impact
- Record evidence and discussion to demonstrate how due regard to the PSED has been given
- Engage with relevant individuals/groups with protected characteristics

Why do you think Equality Impact Assessments matter?

Key steps for an EIA

1. Consider relevant evidence relating to people who share a protected characteristic
2. Assess the impact of applying a decision of a new or revised policy or practice against the 3 aims of the general duty
3. Act on the results of the assessment
4. Publish the results of the assessment
5. Monitor and review the decision/application of the policy or procedure

In your experience what are the biggest challenges in relation to Equality Impact Assessments?

POLL

What change do you think could be made by your organisation that would lead to greater impact?

A – Considering all three aims

B – Evidence collection/use

C – Engagement

D – Sign off

E – Training

F – Timing

G – EIA champions

H – Something else

Audit Wales- Equality Impact Assessments: more than a tick box exercise?

Key improvement areas for EIAs

- Shift in mindset to move EIAs away from being seen as an add-on ‘tick’box exercise
- Better monitoring of the actual impacts of policies and practices on people
- More timely identification of the practical impacts of decisions on people
- More engagement and involvement of people with protected characteristics
- Considering the cumulative impact and intersectionality

Thank you

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Our guidance

[The essential guide to the public sector equality duty: An overview for listed public authorities in Wales](#)

[Assessing impact: A guide for listed public authorities in Wales](#)