INFINITY
INCLUSION & TRANSFORMATION

Infinity Inclusion & Transformation

Everything you need to know before your EDI training session

Inclusive workplaces across the UK



EQUALITY | BELONGING | DIVERSITY | INCLUSION | ACCESSIBILITY | RESPECT

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01 · YOUR SESSION

About your session

Thank you for choosing Infinity Inclusion & Transformation for your in-house Equality, Diversity & Inclusion training. This guide covers everything you need to know about your booked session with us.



QUESTIONS BEFORE THE DAY?

info@infinityitlearning.co.uk

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THE COURSE AT A GLANCE

Equality Impact Assessments

A practical course for people who write or sign off Equality Impact Assessments. We cover the Public Sector Equality Duty, the specific duties in each UK nation and socio-economic duties — and show how to gather evidence, engage people and record decisions so assessments genuinely shape outcomes.

WHY IT MATTERS

Good assessments protect people, improve decisions and reduce the risk of challenge.

DURATION

Half day

DELIVERY

Online, face-to-face or in-house

LOCATION

Online, or at your venue anywhere in the UK

TAILORING

Available for in-house groups

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A STORY TO START

Same decision. Two very different outcomes.

Illustrative scenario: a council plans to move bus-pass renewals fully online to save money.

WITHOUT A REAL ASSESSMENT

The tick-box route

1 The EIA is written after the decision is signed off

2 Older and disabled residents without internet access are cut off

3 Complaints mount, a legal challenge follows and the change is paused

WITH A GENUINE ASSESSMENT

The thoughtful route

1 Engagement with older people's and disability groups flags the digital gap early

2 An assisted phone and library route is kept as a mitigation

3 Savings are still made — and the decision stands up to scrutiny

The difference isn't paperwork. It's timing, evidence and listening.

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WHAT THE SESSION COVERS

Six modules, one practical half day

01 The Public Sector Equality Duty

The general duty and the specific duties in each UK nation

02 Socio-economic duties & Section 75

Fairer Scotland Duty, Wales's Socio-economic Duty and NI screening

03 Scoping

When an assessment is needed — and how big it should be

04 Evidence, data & engagement

Finding the facts and hearing from the people affected

05 Identifying & mitigating impacts

Spotting differential impact and deciding what to do about it

06 Recording decisions & monitoring

Writing clear decisions and checking what really happens next

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THE LEGAL LANDSCAPE

One duty, four nations

GREAT BRITAIN · PUBLIC SECTOR EQUALITY DUTY

Equality Act 2010, s.149: public bodies must have due regard to eliminating discrimination, advancing equality of opportunity and fostering good relations. Assessing impact is the main way to show it.

ENGLAND

The general duty, plus specific duties to publish equality information and set equality objectives.

SCOTLAND

A specific duty to assess impact, plus the Fairer Scotland Duty on socio-economic disadvantage.

WALES

A specific duty to assess impact, plus Wales's Socio-economic Duty for strategic decisions.

NORTHERN IRELAND

Section 75 of the Northern Ireland Act 1998 requires equality screening and impact assessment.

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STORIES FROM THE COURTROOM

When “due regard” wasn’t enough

2013 **R (Bracking) v Secretary of State for Work and Pensions**

The Government decided to close the Independent Living Fund, which helped disabled people live independently. The Court of Appeal found the minister hadn’t been given enough to properly consider the impact on disabled people — and quashed the decision.

LESSON **Decision-makers must genuinely understand the impact before they decide.**

2020 **R (Bridges) v Chief Constable of South Wales Police**

Police trialled live facial recognition in public places. The Court of Appeal held the force breached the duty by not taking reasonable steps to check whether the software was biased on grounds of race or sex.

LESSON **Actively seek out the evidence — don’t assume there’s no problem.**

Courts look for thinking done before the decision. A good EIA is how you show it.

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HOW AN ASSESSMENT REALLY WORKS

Follow one decision from start to finish

Illustrative scenario: an NHS trust plans to move outpatient appointment booking to an app.

1

Scope

Booking affects every patient, so a full assessment is clearly needed.

2

Evidence & engage

Patient data and a session with a deaf patients' group reveal barriers in the app.

3

Identify impacts

Older, disabled and low-income patients risk missing appointments.

4

Mitigate

Phone and in-person booking stay, and the app is tested with real users.

5

Record & monitor

Reasons are logged and missed appointments are tracked by group.

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WHAT YOU'LL TAKE AWAY

Assessments that shape outcomes — not tick boxes

- ✓ Understand the Public Sector Equality Duty and the specific duties that apply to you
- ✓ Know when an assessment is needed and how to scope it
- ✓ Gather and use evidence, including engagement with affected groups
- ✓ Record impacts, mitigations and decisions clearly

WHO IT'S FOR

Policy officers, service managers, project leads and decision-makers in public bodies.

Local authorities · NHS · schools, colleges & universities · housing associations · charities · private-sector employers

HOW IT FEELS

Interactive and discussion-based, built on realistic workplace scenarios — a respectful space to ask questions honestly.



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03 · WHAT TO PREPARE

Venue & equipment

1

WE PROVIDE

Your trainer brings all session materials and resources. A projector and screen can be supplied too — just let us know in advance.

2

THE VENUE PROVIDES

A comfortable, accessible room with space for group discussion. Please tell us about any delegate accessibility needs in advance.



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SEE YOU SOON

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for choosing Infinity Inclusion & Transformation Training

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