

Equality Impact Assessments: More than a tick box exercise? Management Response

September 2022

Recommendation	Management response	Completion date	Responsible officer
<p>Reviewing public bodies' current approach for conducting EIAs</p> <p>R4 While there are examples of good practice related to distinct stages of the EIA process, all public bodies have lessons to learn about their overall approach. Public bodies should review their overall approach to EIAs considering the findings of this report and the detailed guidance available from the EHRC and the Practice Hub. We recognise that developments in response to our other recommendations and the Welsh Government's review of the PSED Wales specific regulations may have implications for current guidance in due course.</p>	<p>The newly formed Directorate of Insight, Communications and Engagement is planning to appoint a Head of Equality, Diversity and Inclusion in Quarter 3 of 2022-23. It is also proposing the establishment of a Strategic Equality Group to oversee all EDI matters, including the EIA process. The Head of EDI will lead a review of the Health Board's existing EIA process, learning from recent experiences and from best practice elsewhere. Building on this and the guidance from the EHRC and Practice Hub the Health Board will revise it's EIA process, building in any guidance received from Welsh Government in response to the first 3 recommendations of this Audit report.</p>	<p>Q4 2022-23</p> <p>Q4 2022-23</p> <p>Q1 2023-24</p>	<p>Joanne Abbott-Davies, Asst Director of Insight, Engagement & Fundraising</p>