

Wales Audit Office EIA Seminar

25th January 2023

The place of Equality Impact Assessments in advancing equality

Dr Alison Parken

Session agenda

To discuss:

- a) The intention behind EIAs and the ways they've developed – retrospective/defensive/compliance
- b) How to establish EIAs in policy development through a Mainstreaming Equality Model - case study - 'An Equal and Just Transition to Net Zero' (Parken, Ashworth, Mac-Bride-Stewart and Minto, forthcoming).



“Interaction Institute for Social Change | Artist: Angus Maguire.” For online use please provide links: interactioninstitute.org and madewithangus.com

Equality Mainstreaming model

Stage One: Identify inequalities in a policy field

Stage Two: Mapping Policy and Inequalities: Evidence, research and engagement

Stage Three: Visioning

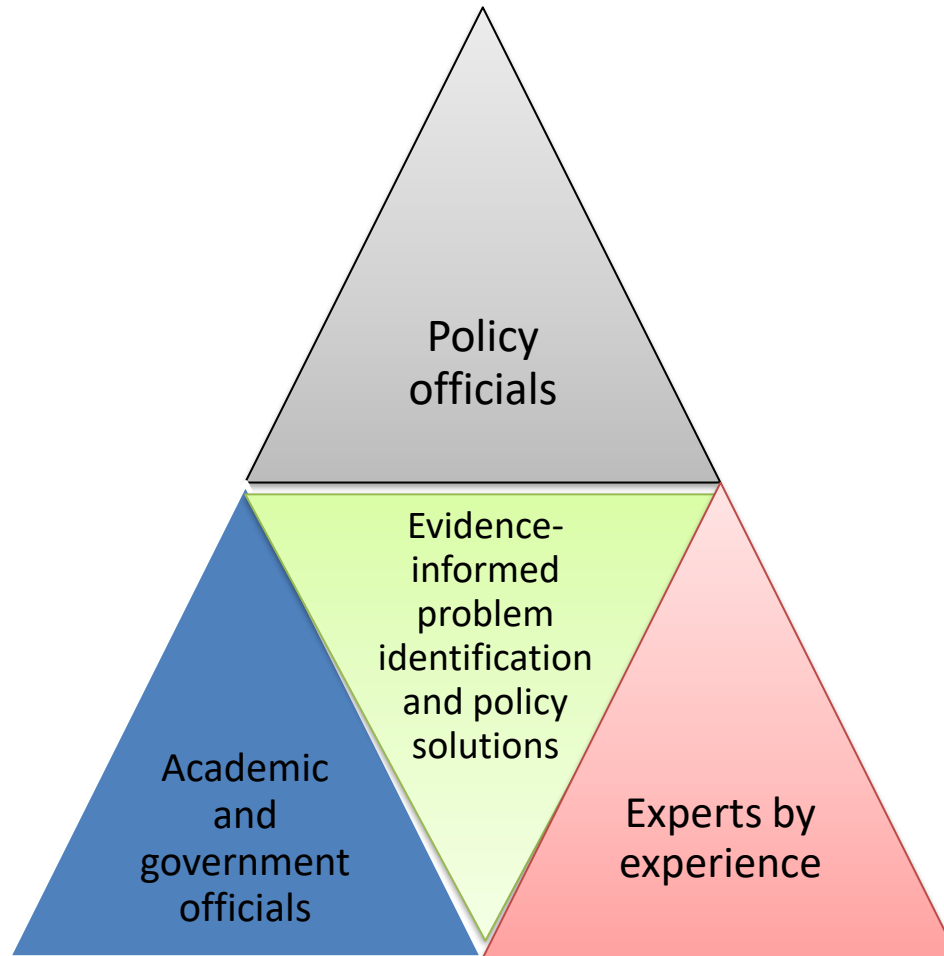
Stage Four: Road-testing and engagement - EIA

Stage Five: Indicators, Monitoring and Evaluation

Source: Parken and Rees, 2003, Parken and Young 2007, Parken, 2010a

Mainstreaming Equality model

(Parken and Young, 2007, Parken 2010)



Net Zero Project: Integrating diverse knowledges

Evidence Panel:

Age Cymru

ARUP

Chwarae Teg

Office of the Children's Commissioner,

Disability Wales

Cytun

Ethnic Minority Youth Support Team

Office of the Future Generations

Commissioner

Institute of Welsh Affairs

Stonewall Cymru

Sustain Wales

Women's Equality Network

Welsh Government

Wales Trades Union Congress

Expert Inputs:

Academics: Cardiff and Swansea

Supply Side:

Careers Wales

ColegauCymru

DWP

Regional Skills Partnerships

Universities Wales

Coleg Sir Gar

Welsh Government Apprenticeship
Programme

What we've tended to do is to train people up in-house with our teams."

Focus on net zero skills



DAWID WOJTOWICZ/BBC

| Students will eventually learn retrofit skills like solar panel installation using virtual reality technology

The West Herts College group is training lecturers in net zero skills, using £5m of government funding.

<https://www.bbc.co.uk/news/uk-england-cambridgeshire-63816820>

How will we ensure that existing labour market inequalities are not sustained and reproduced in the transition to the net zero economy?

Assessing Impact

- On policy solutions *designed to promote* equality, with equalities evidence underpinning.
- Will the proposals advance equality?
- Proactive - keeping equality and business goals together
- Test solutions - engagement on proposed solutions - qualitative as important as quantitative, test ‘politically intersectional’ solutions as well as by PC – refine policy solutions

Diolch yn fawr – thank you!

Follow ups - please
contact

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