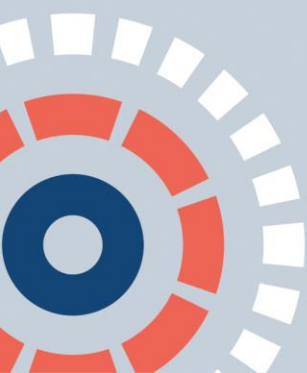


**The National Institute for Health and Care Research (NIHR)  
Manchester Biomedical Research Centre (BRC) and NIHR  
Manchester Clinical Research Facility (CRF):  
Inclusive Research examples**



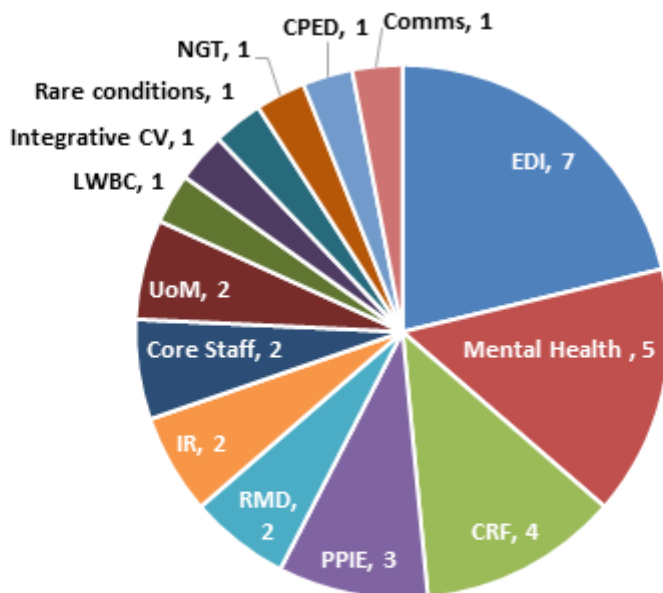
<b>Case Title</b>	EDI Objective Process 3: Expanding numbers of individuals across the BRC and CRF trained to undertake equality impact assessments
<b>BRC Cluster(s)</b>	
<b>BRC Theme(s)</b>	
<b>Inclusive Research Element</b>	This initiative enhances inclusive research by equipping staff with the skills to conduct Equality Impact Assessments (EQIAs), ensuring that research practices, policies, and environments are equitable and considerate of diverse needs, especially those of protected groups.
<b>Rationale for case study</b>	There was a recognised gap in EQIA training among staff within the BRC and CRF. Addressing this gap was essential to embedding equality, diversity, and inclusion (EDI) into research infrastructure and decision-making processes. The case study demonstrates how targeted training can build capacity and promote inclusive practices.
<b>Background</b>	Equality Impact Assessments are vital tools for identifying and mitigating potential discrimination in policies and practices. Prior to this initiative, few staff were trained in EQIA, limiting the organisation's ability to proactively address EDI concerns and meet legal and institutional obligations.
<b>What we did</b>	Delivered EQIA training sessions in 2024, led by Professor Rachel Cowen. Trained 34 individuals from across the BRC, CRF, and partner academic/NHS organisations. Developed guidance and resources to support staff in conducting EQIAs. Ensured that 74% of attendees were from BRC and CRF, directly strengthening internal capacity.
<b>What the outcome(s) is/are</b>	Increased awareness and understanding of EQIA among staff. Strengthened the ability of BRC and CRF teams to embed EDI in their work. Laid the groundwork for more inclusive decision-making and policy development. Created a foundation for ongoing EQIA practice and culture change.
<b>Conclusions</b>	This initiative has significantly improved the capacity of BRC and CRF staff to conduct EQIAs, embedding EDI into the fabric of research infrastructure. Continued investment in training and support will ensure long-term impact and cultural transformation.
<b>Recommendations</b>	Continue to deliver regular EQIA training sessions. Encourage leadership to mandate EQIA training for key roles. Share completed EQIA examples to build confidence and best practice. Integrate EQIA into project planning and review processes.
<b>Future work</b>	Deliver additional EQIA training sessions in 2025. Expand participation across more departments and partner organisations. Address potential barriers such as time constraints and awareness. NIHR support is needed to sustain training delivery and promote cross-centre learning.

Date last updated:





### Equality Impact Assessment Training 2024



- EDI
- Mental Health
- CRF
- PPIE
- RMD
- IR
- Core Staff
- UoM
- LWBC
- Integrative CV
- Rare conditions
- NGT
- CPED
- Comms

Date last updated:

