**Equality Impact Assessment Form**

**Department/Section:**  HR & OD **Date of Assessment:** 25/03/2021 **Review Due:**

**Author/Owner:** Anna Maria Kaczmarek, Equality, Diversity & Inclusion Adviser **Signature:** Anna Maria Kaczmarek **Date:** 25/03/2021

**Step 1**

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| Aim of proposed activity/decision/new or revised policy or procedure: Integrated Mainstreaming Equality,Equality Outcomes, and Workforce and Students Profile report of 2021 is a stututory report on mainstreaming equality, equality outcomes 2021-25, equal pay and occupational segregation and staff and students profile. It provides up-to-date information, analysis and recommendations, as required by the Equality Act 2010 and associated public sector equality duties (specific duties). It outlines new equality outcomes and how we will continue to comply with our general duties in the period of 2021-25.  | **New** | **[ ]**  |
| **Revised** | **[x]**  |
| **Existing** | **[ ]**  |

|  |  |  |
| --- | --- | --- |
| Who will be affected?Staff and students, visitors, contractors | Who will be consulted?staff and students | Evidence available:staff and students equality outcomes survey 2021; organisational staff and students data (Ciphrnet), payrol data, evaluation reports, Census 2011 and other official statistics available in the public domain  |

**Step 2**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Potential** Positive/Negative/Neutral Impact Identified.**P, N, N/I** | Age | Disability | Gender Reassignment | Marriage/Civil Partnership\* | Pregnancy and Maternity | Race | Religion or Belief | Sex | Sexual Orientation |
| Eliminating Discrimination. | P | P | P | P | P | P | P | P | P |
| Advancing Equality of Opportunity. | P | P | P | P | P | P | P | P | P |
| Promoting Good Relations. | P | P | P | P | P | P | P | P | P |

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| **Summary of EIA Outcome – please tick** |
| No further action to be carried out. | [x]  |
| Amendments or changes to be made. | [ ]  |
| Proceed with awareness of adverse impact. | [ ]  |
| Abandon process – Stop and Rethink. | [ ]  |

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| **Step 3** Action to be taken  Monitor progress towards associated actions. Ensure that EQIAs are completed for any new or revised policies, service developments or reviews, in procurement and commissioning, etc.  |

Please forward completed EIA forms by e-mail to
pc.equality.perth@uhi.ac.uk