

Equality Impact Assessment Form

Department/Section: HR & OD / EDI

Date of Assessment: 14.11.2025

Review Due: 14.11.2026

Author/Owner: Ben Myles

Signature: B. Myles

Date: 14.11.2025

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: The Equality, Diversity, Inclusion and Belonging Policy is designed to ensure everyone within UHI Perth is aware of their rights and responsibilities in relation to equality legislation. It sets expectations for all staff, students, and visitors and provides examples of unlawful conduct.	New	<input type="checkbox"/>
	Revised	<input checked="" type="checkbox"/>
	Existing	<input type="checkbox"/>

Who will be affected? All staff, students and visitors	Who will be consulted? HR, EDI, EDIT, Trade Unions	Evidence available: EHRC guidance, UHI policy template
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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

Step 3 – Action to be taken. The EDI(B) policy contributes positively to all protected characteristics as it sets out our commitment to the principles of equality and expected behaviours of the UHI Perth community. This update has been further strengthened with the addition of Belonging, to ensure we are recognising marginalised perspectives, and new examples to make our responsibilities clearer around preventing sexual harassment and the instruction of discrimination.	Summary of EIA Outcome – please tick	
	No further action to be carried out.	<input checked="" type="checkbox"/>
	Amendments or changes to be made.	<input type="checkbox"/>
	Proceed with awareness of adverse impact.	<input type="checkbox"/>
	Abandon process – Stop and Rethink.	<input type="checkbox"/>

Date EQIA Approved: 21/11/2025	Approved by: Katy Lees
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Please forward completed EQIA forms by e-mail to: pc.equality.perth@uhi.ac.uk