

Equality Impact Assessment Form

Department/Section: **Date of Assessment:** **Review Due:**

Author/Owner: Gareth McKenna **Signature:** **Date:** 06/05/21

Step 1

| | | |
|--|-----------------|-------------------------------------|
| Aim of proposed activity/decision/new or revised policy or procedure: This Rapid EQIA assessed the compliance with the Equality Act 2010 of the Business Engagement Policy which aims to enhance awareness and understanding of the key principles of business engagement by the College and to ensure that all business engagement, development and project working is developed in alignment to the key college strategic aims and values. | New | <input checked="" type="checkbox"/> |
| | Revised | <input type="checkbox"/> |
| | Existing | <input type="checkbox"/> |

| | | |
|---|--|---------------------|
| Who will be affected? Academic Sectors/BET | Who will be consulted? Academic Sectors/BET/CMT/BCP | Evidence available: |
|---|--|---------------------|

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

Embed equality monitoring in the related processes. Monitor impact of the policy on protected characteristics and conduct equity audit, where appropriate.

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"/> |

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