

Equality Impact Assessment Form

Department/Section: HR / EDI Date of Assessment: 16/09/2026

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Review Due: 16/09/2027

Author/Owner: Sarah Wilson Signature: S Wilson

Date: 16/09/2026

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Our Fair Work Statement outlines the work we do to meet the Scottish Government's Fair Work First Principles. Being a Fair Work employer positively impacts all colleagues and our emphasis on EDI ensures that this is true across all protected characteristics. This is an update on the previous Fair Work Statement 2025, with only minor changes updating information on training and Gender Pay Gap	New	☐
	Revised	☐
	Existing	☒

Who will be affected? All staff	Who will be consulted? TUs, CLT	Evidence available: The Fair Work Framework - The Fair Work Convention Fair Work First: guidance - gov.scot
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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	N/I	P	P	P	P	P
Advancing Equality of Opportunity.	P	P	P	N/I	P	P	P	P	P
Promoting Good Relations.	P	P	P	N/I	P	P	P	P	P

Step 3 Action to be taken.

Summary of EIA Outcome – please tick

No further action to be carried out.	☒
Amendments or changes to be made.	☐
Proceed with awareness of adverse impact.	☐
Abandon process – Stop and Rethink.	☐

Date EQIA Approved:	17/09/2026	Approved by:	Ben Myles
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Please forward completed EIA forms by e-mail to
pc.equality.perth@uhi.ac.uk