

## Equality Impact Assessment Form

**Department/Section:** HR&OD    **Date of Assessment:** 28/02/24    **Review Due:** March 2026

**Author/Owner:** Ian Bow    **Signature:** Ian Bow    **Date:** 28/02/24

### Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Review of the Drugs and Alcohol Policy by the H&S Committee Policy and Procedures Group	<b>New</b>	<input type="checkbox"/>
	<b>Revised</b>	<input checked="" type="checkbox"/>
	<b>Existing</b>	<input type="checkbox"/>

Who will be affected? Staff and Students	Who will be consulted? Health and Safety Committee	Evidence available: Review by Policy and Procedures Group
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### Step 2

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

<b>Step 3</b> Action to be taken. Review EQIA on review date or at any major changes.
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<b>Summary of EIA Outcome – please tick</b>	
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"/>

<b>Date EQIA Approved:</b>	08/03/24	<b>Approved by:</b>	Sarah Wood, OD & EDI Adviser
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Please forward completed EIA forms by e-mail to  
pc.equality.perth@uhi.ac.uk