

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	New	
the H&S Committee Policy and Procedures Group	Revised	
	Existing	

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

Step 2

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

Step 3 Action to be taken.
Review EQIA on review date or at any major changes.

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

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

HR/0100/HL/DS

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