

# Equality Impact Assessment Form

**Department/Section:** HR & OD **Date of Assessment:** 28/01/2021 **Review Due:**

**Author/Owner:** Anna Maria Kaczmarek, Equality, Diversity & Inclusion Adviser **Signature:** Anna Maria Kaczmarek **Date:** 28/01/2021

## Step 1

Aim of proposed activity/decision/new or revised policy or procedure: The Perth College UHI decided to make the wearing of face coverings or a visor mandatory requirement for staff, students and visitors.	<b>New</b>	<input checked="" type="checkbox"/>
	<b>Revised</b>	<input type="checkbox"/>
	<b>Existing</b>	<input type="checkbox"/>

<b>Who will be affected?</b> Staff, students and visitors who vattend the college premises during the pandemic (and post-pandemic)	<b>Who will be consulted?</b> Staff and Students, Board and Staff and Student Engagement groups, EDIT committee	<b>Evidence available:</b> Scottish Government evidence on COVID-19 prevalence among PCs and EQIAs
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## Step 2

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

## Step 3 Action to be taken

The positive impact outweighs the possible negative impact on some aspects which can be mitigated against via alternative provisions (ie face coverings types, mask types and visor types, exemptions-Sunflower Scheme). Full EQIA to be conducted to closer assess risks and consider mitigating actions. Equality monitoring to be emeded into the process for monitoring and evaluating the impact of the decision on

## Summary of EIA Outcome – please tick

No further action to be carried out.	<input type="checkbox"/>
Amendments or changes to be made.	<input checked="" type="checkbox"/>
Proceed with awareness of adverse impact.	<input type="checkbox"/>
Abandon process – Stop and Rethink.	<input type="checkbox"/>



protected characteristics.

Please forward completed EIA forms by e-mail to  
[pc.equality.perth@uhi.ac.uk](mailto:pc.equality.perth@uhi.ac.uk)