

# Equality Impact Assessment Form

Department/Section: HR&OD

Date of Assessment: 09/04/26

Review Due: 09/04/27

Author/Owner: Depute Principal

Signature: J. Elder

Date: 09/04/26

## Step 1

Aim of proposed activity/decision/new or revised policy or procedure: The Redeployment Procedure details the college's approach to retaining employees, where possible, in the event of redundancy. It includes provisions for reasonable adjustments and training, alongside details of legal obligations to specific protected groups, ensuring access to redeployment opportunities is equitable.	<b>New</b>	<input type="checkbox"/>
	<b>Revised</b>	<input checked="" type="checkbox"/>
	<b>Existing</b>	<input type="checkbox"/>

<b>Who will be affected?</b>	<b>Who will be consulted?</b>	<b>Evidence available:</b>
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<b>Step 2 – 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	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.	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I

<b>Step 3 – Action to be taken.</b> This procedure sets out a fair and unbiased selection which aims to minimise negative impact to the wellbeing of employees at risk of redundancy with our responsibility to make employment decisions free from discrimination. We take a fundamentally inclusive approach, with additional consideration given to some protected characteristics as required by law.	<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> 09/04/26	<b>Approved by:</b> B. Myles
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Please forward completed EQIA forms by e-mail to: [pc.equality.perth@uhi.ac.uk](mailto:pc.equality.perth@uhi.ac.uk)