

Equality Impact Assessment Form

Department/Section: HR and Organisational Development

Date of Assessment: 23/10/2025

Review Due: 23/10/2026

Author/Owner: Katy Lees, Director of HR and OD

Signature: K Lees

Date: 23/10/2025

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Update to the Stress Management Policy - minor updates in terms of terminology and updated structure and inclusion of reference to reasonable adjustments review. Included recognition of the additional stress experienced by people affected by discrimination.	New	<input type="checkbox"/>
	Revised	<input checked="" type="checkbox"/>
	Existing	<input type="checkbox"/>

Who will be affected? All staff within UHI Perth	Who will be consulted? Trade Unions through Stress Management Group, Health and Safety Committee	Evidence available:
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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.	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Advancing Equality of Opportunity.	P	P	P	P	P	P	P	P	P
Promoting Good Relations.	P	P	P	P	P	P	P	P	P

Step 3 – Action to be taken. None	Summary of EIA Outcome – please tick	
	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"/>

Date EQIA Approved: 05.12.2025	Approved by: Ben Myles
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Please forward completed EQIA forms by e-mail to: pc.equality.perth@uhi.ac.uk