

Equality Impact Assessment Form

Department/Section: Library

Date of Assessment: 11/08/25

Review Due: 11/08/27

Author/Owner: Director of LSER

Signature: David Gourley

Date: 02/09/25

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Section 6 'Generative AI and Copyright Summary' added to the policy to provide guidance on GAI's use in relation to copyright.	New	<input type="checkbox"/>
	Revised	<input checked="" type="checkbox"/>
	Existing	<input type="checkbox"/>

Who will be affected? All Staff / Students	Who will be consulted? Perth Leadership Group	Evidence available: 1988 Copyright, Designs and Patents Act Gower Review of Intellectual Property, December 2006 CLA licence for FE College in Scotland UK Intellectual Property Copyright notice: digital images, photographs and the internet. 1 Copyright Information for Staff is available via the UHI website. Library Acquisitions and Collection Development Policy, is available on the college website.
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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.	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

Step 3 – Action to be taken.	Summary of EIA Outcome – please tick
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	No further action to be carried out.	✓
	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: 12/08/2025	Approved by: Ben Myles
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Please forward completed EQIA forms by e-mail to: pc.equality.perth@uhi.ac.uk