

Equality Impact Assessment Form

Department/Section: HR & OD / EDI

Date of Assessment: 14/01/2026

Review Due: 14/01/2027

Author/Owner: Ben Myles

Signature: B. Myles

Date: 14/01/2026

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: This policy is designed to mitigate negative interpersonal experiences at work, including bullying and unlawful discrimination. This update streamlines and clarifies the existing policy which has a positive impact across all protected characteristics by providing clear definitions of unacceptable behaviour and guidance for resolving these issues.	New	<input type="checkbox"/>
	Revised	<input checked="" type="checkbox"/>
	Existing	<input type="checkbox"/>

Who will be affected? All staff	Who will be consulted? PLG TUs	Evidence available:
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Step 2

Potential Positive/Negative/Neutral Impact Identified. P, N, NI	Age	Disability	Gender Reassignment	Marriage/Civil Partnership*	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation
Eliminating Discrimination.	P	P	P	P	P	P	P	P	P
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

<p>Step 3 Action to be taken.</p> <p>No additional action needed at this time, however an update is likely to be needed when we complete our project to improve the integration of EDI in related processes.</p>

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:	20.02.2026	Approved by:	Jill Elder
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