

Equality Impact Assessment Form

Department/Section: HR&OD Date of Assessment: 23/11/2022

Review Due: Oct 2024

Author/Owner: Ian Bow

Signature: Ian Bow

Date: 23/11/2022

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Review of Qual 125 Display Screen Equipment Policy and Procedures as per guidelines	New	<input type="checkbox"/>
	Revised	<input type="checkbox"/>
	Existing	<input checked="" type="checkbox"/>

Who will be affected? Staff, students, visitors, contractors, members of the public	Who will be consulted? Health and Safety Committee Trade Unions	Evidence available: Review by Policy and Procedures Group of the Health and Safety Committee
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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	P	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Advancing Equality of Opportunity.	N/I	P	N/I	N/I	P	N/I	N/I	N/I	N/I
Promoting Good Relations.	N/I	P	N/I	N/I	P	N/I	N/I	N/I	N/I

Step 3 Action to be taken.

The Policy ensures that staff who raise any health related issues they believe are connected the DSE use are referred accordingly - either to a DSE Assessor or Occupational Health.

Although scientific studies have not discovered any link amongst new and expectant mothers and DSE use, the policy encourages routine assessments of DSE layout and working arrangements over the pregnancy period.

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:	23/11/2022	Approved by:	Sarah Wood, OD & EDI Adviser
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Please forward completed EIA forms by e-mail to
pc.equality.perth@uhi.ac.uk