

Equality Impact Assessment Form

Department/Section: HR&OD **Date of Assessment:** 25/01/24 **Review Due:** 2027

Author/Owner: Ian Bow, **Signature:** Ian Bow **Date:** 25/01/24

Step 1

| | | |
|---|-----------------|-------------------------------------|
| Aim of proposed activity/decision/new or revised policy or procedure: Review of Electrical Safety Policy by H&S Committee | New | <input type="checkbox"/> |
| | Revised | <input checked="" type="checkbox"/> |
| | Existing | <input type="checkbox"/> |

| | | |
|------------------------------------|---|--|
| Who will be affected? All staff | Who will be consulted? Health and Safety Committee | Evidence available: Review by Policy and Procedures Group |
|------------------------------------|---|--|

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 | M/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 |

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| <p>Step 3 Action to be taken. Review in 3 years, unless any major changes are made to Policy.</p> |
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| 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"/> |

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| Date EQIA Approved: | 26/01/24 | 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