

Equality Impact Assessment Form

Department/Section: HR & Organisational Development

Date of Assessment: 07/11/2023

Review Due: 07/11/2027

Author/Owner: Head of HR and Organisational Development

Signature: K Lees

Date: 07/11/2023

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Review and updating of Policy for the Approval of College Policy Strategy and Procedures which outlines associated key responsibilities.	New	<input type="checkbox"/>
	Revised	<input checked="" type="checkbox"/>
	Existing	<input type="checkbox"/>

Who will be affected? All staff	Who will be consulted? CMT	Evidence available: CMT notes
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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

Step 3 Action to be taken.

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:	13/11/23	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