

# Equality Impact Assessment Form

Department/Section: Learning and Teaching

Date of Assessment: 13/12/23

Review Due: 16 May 2024

Author/Owner: SDD: STEM

Signature: Nicky Inglis

Date: 13 December 2023

## Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Production of a new Essential Skills Policy to replace the old and outdated core skills policy	<b>New</b>	<input checked="" type="checkbox"/>
	<b>Revised</b>	<input type="checkbox"/>
	<b>Existing</b>	<input type="checkbox"/>

<b>Who will be affected?</b> Students and staff using the policy	<b>Who will be consulted?</b> SMT and CMT	<b>Evidence available:</b> Team Evaluation documents Learning, Teaching and Enhancement Strategy SDS guidance and publications Regional Outcome Agreements Scottish Government's Skills for Scotland Strategy CDN's Essential Skills Statement of Ambition Minutes from CASE
---	--	---

<b>Step 2 – Potential</b> 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.	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

	<b>Summary of EIA Outcome – please tick</b>
	No further action to be carried out. <input type="checkbox"/>

<b>Step 3</b> – Action to be taken. Reviewing the impact on protected characteristics of the new policy. Continue to monitor data in relation to student profile, retention/outcomes and positive destinations by protected characteristics.	Amendments or changes to be made.	<input type="checkbox"/>
	Proceed with awareness of adverse impact.	<input checked="" type="checkbox"/>
	Abandon process – Stop and Rethink.	<input type="checkbox"/>

<b>Date EQIA Approved:</b> 20/12/23	<b>Approved by:</b> Sarah Wood
-------------------------------------	--------------------------------

Please forward completed EQIA forms by e-mail to: [pc.equality.perth@uhi.ac.uk](mailto:pc.equality.perth@uhi.ac.uk)