

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or revised policy or procedure: Production of a new Essential Skills Policy to replace the old and outdated core skills policy	New	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

Who will be affected? Students and staff using the policy	Who will be consulted? SMT and CMT	Evidence available: 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
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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.	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

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

Step 3 – 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"/>

Date EQIA Approved: 20/12/23	Approved by: Sarah Wood
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Please forward completed EQIA forms by e-mail to: pc.equality.perth@uhi.ac.uk