Equality Impact Assessment Form

Department/Section: HR / EDI **Date of Assessment:** 05.12.2025 **Review Due:** 05.12.2026

Author/Owner: Ben Myles **Signature:** B. Myles **Date:** 05.12.2025

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Our Fair Work Statement outlines the work we do to meet the Scottish Government's Fair Work First Principles. Being a Fair Work employer positively impacts all colleagues and our emphasis on EDI ensures that this is true across all protected characteristics.	**New**	☒
	Revised	☐
	Existing	☐

Who will be affected?	Who will be consulted?	Evidence available:
All staff	TUs, PLG	The Fair Work Framework - The Fair Work Convention Fair Work First: guidance - gov.scot

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

Step 3 Action to be taken.

Summary of EIA Outcome – please tick	
No further action to be carried out.	☒
Amendments or changes to be made.	☐
Proceed with awareness of adverse impact.	☐
Abandon process – Stop and Rethink.	☐

Date EQIA Approved:	9 January 2026	**Approved by:**	Lynn Murray, Depute Principal Operations

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Please forward completed EIA forms by e-mail to
pc.equality.perth@uhi.ac.uk