

Equality Impact Assessment Form

Department/Section: HR&OD **Date of Assessment:** 01/02/24 **Review Due:** Feb 2026

Author/Owner: Ian Bow **Signature:** Ian Bow **Date:** 01/02/24

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Review of the revised Fire Safety Management Policy and Procedures due to merging of QUAL154 Fire Safety Management Procedures and QUAL059 Fire and Emergency Evacuation Procedures.	New	<input type="checkbox"/>
	Revised	<input checked="" type="checkbox"/>
	Existing	<input type="checkbox"/>

<p>Who will be affected? Staff, students, visitors, contractors, members of the public</p>	<p>Who will be consulted? Health and Safety Committee</p>	<p>Evidence available: Review by Policy and Procedures Group of the Health and Safety Committee Health and Safety at Work etc Act 1974 Management of Health and Safety at Work Regulations 1999 Fire (Scotland) Act 2005 Fire Safety (Scotland) Regulations 2006 The Prohibition of Smoking in Certain Premises (Scotland) Regulations 2006 Health and Safety Policy and Arrangements Control of Substances Hazardous to Health (COSHH) Policy Electrical Safety Policy Lone Working Policy Managing Contractors Working on College Premises Policy Smoking Policy</p>
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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	N/I	N/I	P	N/I	N/I	N/I	N/I
Advancing Equality of Opportunity.	P	P	N/I	N/I	P	N/I	N/I	N/I	N/I
Promoting Good Relations.	P	P	N/I	N/I	P	N/I	N/I	N/I	N/I

Step 3 Action to be taken.
Review in event of any significant changes to policy, or upon review date.

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:	07/02/24	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