**Equality Impact Assessment Form**

**Department/Section:** HR&OD **Date of Assessment:** 23/02/2022 **Review Due:** Feb 2024

**Author/Owner:** Ian Bow **Signature:** Ian Bow **Date:** 23/02/2022

**Step 1**

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| --- | --- | --- |
| Aim of proposed activity/decision/new or revised policy or procedure: Review of First Aid Policy as per guidelines | **New** | **[ ]**  |
| **Revised** | **[x]**  |
| **Existing** | **[ ]**  |

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| --- | --- | --- |
| Who will be affected?Staff, students, visitors, contractors, members of the public | Who will be consulted?Health and Safety Committee | Evidence available:Review by Policy and Procedures Group |

**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. | NI | NI | NI | NI | NI | NI | NI | NI | NI |
| Advancing Equality of Opportunity. | NI | NI | NI | NI | NI | NI | NI | NI | NI |
| Promoting Good Relations. | P | P | P | P | P | P | P | P | P |

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

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| **Step 3** Action to be taken.No actions required currently. This policy is consistent in its approach regardless of age, disability, gender reassignment, marriage/civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.  |

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| **Date EQIA Approved:** | 24/02/2022 | **Approved by:** | Sarah Wood, OD & EDI Adviser |

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