

## Equality Impact Assessment Form

**Department/Section:** HR & Organisational Development

**Date of Assessment:** 17/10/2023

**Review Due:** Sept 2024

**Author/Owner:** Depute Principal, Head of HR&OD

**Signature:** Ian Bow

**Date:** 21/08/2023

### Step 1

Aim of proposed activity/decision/new or revised policy or procedure: This policy outlines the arrangements supporting the Health and Safety Management System and associated Policies and Procedures which the College has in place for the management of H&S.	<b>New</b>	<input type="checkbox"/>
	<b>Revised</b>	<input type="checkbox"/>
	<b>Existing</b>	<input checked="" type="checkbox"/>

Who will be affected? All staff, students, visitors, contractors	Who will be consulted? Health and Safety Committee Policy and Procedures Group	Evidence available: Health and Safety Committee Minutes
---	---	--

### Step 2

Potential Positive/Negative/Neutral Impact Identified. <b>P, N, NI</b>	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

<p><b>Step 3</b> Action to be taken. Monitor impact on protected characteristics via equality monitoring. Keep a register of departmental and individual health and safety risk assessments and associated activities.</p>
--

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"/>

<b>Date EQIA Approved:</b>	15/11/23	<b>Approved by:</b>	Sarah Wood, OD & EDI Adviser
----------------------------	----------	---------------------	------------------------------

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

HR/0100/HL/DS

Perth College is a registered Scottish charity, number SC021209.