Equality Impact Assessment Form

Department/Section: International Partnerships **Date of Assessment:** 19 January 2026 **Review Due:** 19 January 2027

Author/Owner: Lin Shen
(Director of International Partnerships) **Signature:** L Shen **Date:** 19 January 2026

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Implement the UHI Perth International and Partnerships Strategy 2026-2031: grow international student recruitment (on campus and overseas); expand transnational education (TNE) and online provision; enhance the international student experience; and increase global mobility, partnership development, and international research/knowledge exchange.	**New**	✓
	Revised	☐
	Existing	☐

Who will be affected?	**Who will be consulted?**	**Evidence available:**
Prospective and current international students; staff (teaching, admissions, student services, marketing, estates/accommodation); international partners and their learners.	International team Curriculum teams Senior Leadership Team	Strategy 2026-2031 (incl. SWOT); Recruitment/retention/attainment data; International student feedback; Partnership QA reviews; visa/refusal trends; Digital Accessibility Standards; accommodation capacity data.

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.	N/I	P	P	N/I	N/I	P	P	P	P
Advancing Equality of Opportunity.	P	P	P	N/I	P	P	P	P	P
Promoting Good Relations.	P	P	P	N/I	N/I	P	P	P	P

Step 3 – Action to be taken (Pre-cautions) • Ensure inclusive recruitment/marketing (accessible formats, plain English; translations where appropriate).	**Summary of EIA Outcome – please tick**	
	No further action to be carried out.	☐
	Amendments or changes to be made.	☑

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• Strengthen pre-arrival and on-campus support (visa guidance, accommodation, induction, academic support). • Accessibility: verify online delivery meets accessibility standards; provide reasonable adjustments and support for mobility. • Belonging and safety: intercultural training, mentoring; clear reporting routes for bullying/harassment/discrimination. • Partnership due diligence: include EDI expectations; ensure partner QA and safeguarding; brief staff for overseas delivery.	Proceed with awareness of adverse impact.	☐
	Abandon process – Stop and Rethink.	☐

Date EQIA Approved: 28/01/2026	**Approved by:** Ben Myles

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

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