

Equality Impact Assessment Form

Department/Section: HR & OD **Date of Assessment:** 08/05/26 **Review Due:** 08/05/27

Author/Owner: HROD Manager **Signature:** S Wilson

Date: 08/05/26

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: The Secondary Employment policy is designed to ensure that employees who wish to undertake work for another employer are supported to do so where possible, in a way which protects their wellbeing and ensures there is no negative impact on their work with UHI Perth.	New	☐
	Revised	☒
	Existing	☐

Who will be affected? All staff	Who will be consulted? PLG EDI TUs	Evidence available: HR secondary employment data
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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.	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Advancing Equality of Opportunity.	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Promoting Good Relations.	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I

Step 3 Action to be taken.

At present, there is no evidence to suggest that use of this policy is inequitable. We will continue to monitor approval requests for secondary employment alongside outcomes to ensure that this is applied fairly and consistently.

We will maintain awareness of wider equality factors which could influence employees' requests for secondary employment (e.g.

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.	☐

disproportionate impact of cost of living crisis on some groups). We have limited scope to address these directly due to national bargaining arrangements but will analyse relevant data through our yearly Pay Gap Report and make positive changes where possible. This is also supported by our commitment to pay, at minimum, the Living Wage across all roles.

Date EQIA Approved:	08.05.26	Approved by:	B Myles
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Please forward completed EIA forms by e-mail to
pc.equality.perth@uhi.ac.uk