**Equality Impact Assessment Form**

**Department/Section:** HR&OD **Date of Assessment:** 06/04/2022 **Review Due:**

**Author/Owner:** Ian Bow **Signature:** Ian Bow **Date:** 06/04/2022

**Step 1**

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| Aim of proposed activity/decision/new or revised policy or procedure: Review of the Smoking Policy as per guidelines | **New** |  |
| **Revised** |  |
| **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 of the Health and Safety Committee |

**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 | P | N/I | N/I | P | N/I | N/I | N/I | N/I |
| Promoting Good Relations. | N/I | P | N/I | N/I | P | N/I | N/I | N/I | N/I |

|  |  |
| --- | --- |
| **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. |  |

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| **Step 3** Action to be taken.  Potential positive impact on pregnant individuals and those with certain disabilities. No further action required. |

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| **Date EQIA Approved:** | 11/04/2022 | **Approved by:** | Sarah Wood, OD & EDI Adviser |

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