

Equality Impact Assessment Form

Department/Section: HR and Organisational Development

Date of Assessment: 22/07/2025

Review Due:

Author/Owner: Katy Lees, Director of HR and OD

Signature: K Lees

Date:

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: New National Disciplinary Policy	New	<input checked="" type="checkbox"/>
	Revised	<input type="checkbox"/>
	Existing	<input type="checkbox"/>

Who will be affected? All Staff	Who will be consulted? Agreed through national consultation, then local JNC within UHI Perth	Evidence available: NJNC Agreements JNC notes
---	--	--

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.	P	P	P	P	P	P	P	P	P
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. None	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"/>

Date EQIA Approved: 21/08/2025	Approved by: Ben Myles
---------------------------------------	-------------------------------

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