

## 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 Procedure	<b>New</b>	<input checked="" type="checkbox"/>
	<b>Revised</b>	<input type="checkbox"/>
	<b>Existing</b>	<input type="checkbox"/>

<b>Who will be affected?</b> All Staff	<b>Who will be consulted?</b> Agreed through national consultation, then local JNC within UHI Perth	<b>Evidence available:</b> NJNC Agreements JNC notes
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<b>Step 2 – Potential</b> 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

<b>Step 3 – Action to be taken.</b> None	<b>Summary of EIA Outcome – please tick</b>	
	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> 21/08/2025	<b>Approved by:</b> Ben Myles
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Please forward completed EQIA forms by e-mail to: [pc.equality.perth@uhi.ac.uk](mailto:pc.equality.perth@uhi.ac.uk)