

Equality Impact Assessment Form

Department/Section: HR&OD **Date of Assessment:** 01/06/2023

Review Due: Oct 2025

Author/Owner: Ian Bow

Signature: Ian Bow

Date: 06/06/2023

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Review of the Policy as per guidelines	New	<input type="checkbox"/>
	Revised	<input type="checkbox"/>
	Existing	<input checked="" type="checkbox"/>

<p>Who will be affected? Staff, students, visitors, contractors, members of the public</p>	<p>Who will be consulted? Health and Safety Committee</p>	<p>Evidence available: Review by Stress Management Group of the Health and Safety Committee Health and Safety Policy Dignity in the College – Anti-Bullying and Harassment Policy and Procedure Equality and Diversity Policy Staff Complaints and Grievance Procedure Sickness Absence Procedure Continuous Professional Development Strategy, Policy and Procedure Data Protection Policy Whistleblowing Policy and Procedure Capability Procedure Health and Safety at Work etc Act 1974 Management of Health and Safety at Work Regulations 1999 Equality Act 2010 Why Are Women More Stressed Than Men? Priory Group RR308 - Ethnicity, work characteristics, stress and health (hse.gov.uk) The Role of Religion in Buffering the Impact of Stressful Life Events on Depressive Symptoms in Patients with Depressive</p>
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		<p>Episodes or Adjustment Disorder - PMC (nih.gov)</p> <p>The mental health crisis of expectant women in the UK: effects of the COVID-19 pandemic on prenatal mental health, antenatal attachment and social support - PMC (nih.gov)</p> <p>Identifying the women at risk of antenatal anxiety and depression: A systematic review - PMC (nih.gov)</p> <p>bitc-wellbeing-report-workingwithpride-feb2019.pdf</p>
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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.	P	P	P	N/I	P	P	N/I	P	P
Advancing Equality of Opportunity.	P	P	P	N/I	P	P	N/I	P	P
Promoting Good Relations.	N/I	P	N/I	N/I	N/I	N/I	N/I	N/I	N/I

Step 3 Action to be taken.

There is the opportunity for the policy to positively impact on certain protected characteristics due to an increase in the potential for stress to impact on certain groups - e.g certain age groups, races, sexes; including the potential for intersectionality where, for example, females are more likely to experience stress at certain ages in comparison to men within the same age group. Although stress is unlikely to meet the criteria to be classified as a disability under the Equality Act 2010, it is

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"/>

not impossible and may cause other conditions which would be covered under the Act, so the policy must be seen as having a potential positive impact in this regard.

No further action required at this stage however consideration could be given to splitting stress-related absence down by protected characteristic in the future for further insight.

Date EQIA Approved:	18/10/23	Approved by:	Sarah Wood, OD & EDI Advsier
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Please forward completed EIA forms by e-mail to
pc.equality.perth@uhi.ac.uk