**Equality Impact Assessment Form**

**Department/Section:** UHI **Date of Assessment:** August 2021**Review Due:** 2024/25

**Author/Owner:** Lorenz Cairns**Signature:**      **Date:**

**Step 1**

|  |  |  |
| --- | --- | --- |
| Aim of proposed activity/decision/new or revised policy or procedure: Fitness to Study Staff Guidance was revisited, reviewed and retitled. Changes include the introduction of a case review model and a 3 stage process. | **New** |  |
| **Revised** |  |
| **Existing** |  |

|  |  |  |
| --- | --- | --- |
| Who will be affected? | Who will be consulted? | Evidence available: |

**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. | NI | NI | NI | NI | NI | NI | NI | NI | NI |
| Advancing Equality of Opportunity. | P | P | P | P | P | P | P | P | P |
| Promoting Good Relations. | P | P | P | P | P | P | P | P | P |

|  |  |
| --- | --- |
| **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 |

Please forward completed EIA forms by e-mail to Anna Maria Kaczmarek,  
anna.kaczmarek.perth@uhi.ac.uk