



Equality Impact Assessment Form

Department/Section: HR / EDI Date of Assessment: 05.12.2025

Review Due: 05.12.2026

Author/Owner: Ben Myles

Signature: B. Myles

Date: 05.12.2025

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: The whistleblowing policy and procedure explains how colleagues are protected when raising serious concerns in the public interest. The procedure has been updated with different reporting routes via SLT and/or Board of Management.

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

Who will be affected?

All staff

Who will be consulted?

TUs, PLG

Evidence available:

Whistleblowing | EHRC

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	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. Whistleblowing policy will be tabled at the Board for approval on 19 January.

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:	9 January 2026	Approved by:	Lynn Murray
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Please forward completed EIA forms by e-mail to

pc.equality.perth@uhi.ac.uk

HR/0100/HL/DS

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