

Equality Impact Assessment Form

Department/Section: HR & Organisational Development

Date of Assessment: 14/09/2022

Review Due: 2025

Author/Owner: Head of HR and Organisational Development

Signature: K Lees

Date: 14/09/2022

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Updating of current Organisational Change Procedure to bring named people in line with current organisational structure.	New	<input type="checkbox"/>
	Revised	<input checked="" type="checkbox"/>
	Existing	<input type="checkbox"/>

Who will be affected? All staff	Who will be consulted? Trade Unions through JNC	Evidence available: JNC notes
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Step 2

Potential Positive/Negative/Neutral Impact Identified. P, N, NI	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.	NI	NI	NI	NI	NI	NI	NI	NI	NI
Promoting Good Relations.	NI	NI	NI	NI	NI	NI	NI	NI	NI

Step 3 Action to be taken.

Any potential impact through individual organisational change proposals should be identified through the EQIA process, as part of the procedure. No potential impact has been identified by the Organisational Change Procedure itself.

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:	16/09/22	Approved by:	Sarah Wood, OD & EDI Adviser
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Please forward completed EIA forms by e-mail to
pc.equality.perth@uhi.ac.uk