

Equality Impact Assessment Form

Department/Section: HR & Organisational Development

Date of Assessment: 07/01/2025

Review Due: Oct 2025

Author/Owner: Depute Principal Operations, Director of HR&OD

Signature: Ian Bow

Date: 15/01/2025

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: This policy outlines the arrangements supporting the Health and Safety Management System and associated Policies and Procedures which the College has in place for the management of H&S.	New	<input type="checkbox"/>
	Revised	<input type="checkbox"/>
	Existing	<input checked="" type="checkbox"/>

Who will be affected? All staff, students, visitors, contractors	Who will be consulted? Health and Safety Committee Policy and Procedures Group	Evidence available:
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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	P	P	P	P	P	P
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

Step 3 – Action to be taken. Monitor impact on protected characteristics via equality monitoring. Keep a register of departmental and individual health and safety risk assessments and associated activities. Minor changes to use more inclusive language.	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: 15/01/2025	Approved by: Ben Myles
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Please forward completed EQIA forms by e-mail to: pc.equality.perth@uhi.ac.uk

HR/100/SW/BH

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