

Equality Impact Assessment Form

Department/Section: HR&OD

Date of Assessment: 03/06/2024

Review Due: June 2026

Author/Owner: Depute Principal Operation/Direstor HR&OD

Signature: Ian Bow

Date: 12/09/2024

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Review of Lone Working policy in line with review guidance to ensure compliance with current legislation, best practice and internal procedures	New	<input type="checkbox"/>
	Revised	<input type="checkbox"/>
	Existing	<input checked="" type="checkbox"/>

Who will be affected? Employees, students, visitors, contractors, members of the public	Who will be consulted? Health and Safety Committee members, Policy and Procedures Group	Evidence available: Working Alone Health and Safety Guidance on the Risks of Lone Working INDG73 (rev3) Violence at Work A guide for Employers INDG69 (rev)
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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.	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Advancing Equality of Opportunity.	P	P	N/I	N/I	P	N/I	N/I	N/I	N/I
Promoting Good Relations.	P	P	N/I	N/I	P	N/I	N/I	N/I	N/I

Step 3 – Action to be taken. None	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: 12 September 2024	Approved by: K Lees
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Please forward completed EQIA forms by e-mail to: pc.equality.perth@uhi.ac.uk