

Equality Impact Assessment Form

Department/Section: HR and Organisational Development

Date of Assessment: 01/11/2024

Review Due:

Author/Owner: Katy Lees (Director of HR and OD)

Signature: K Lees

Date: 01/11/2024

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: This rapid EQIA assessed the compliance with the Equality Act 2010 of the Redundancy Procedure which outlines UHI Perth's procedure in the management of redundancies within the organisation	New	<input type="checkbox"/>
	Revised	<input checked="" type="checkbox"/>
	Existing	<input type="checkbox"/>

Who will be affected? Staff	Who will be consulted? Recognised Trade Unions	Evidence available: Notes of meetings
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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.	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. Include details about reasonable adjustments Review of use of the redundancy procedure on an annual basis	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: November 2024	Approved by: Katy Lees, Director of HR and OD
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Please forward completed EQIA forms by e-mail to: pc.equality.perth@uhi.ac.uk