

## Equality Impact Assessment Form

**Department/Section:** HR & Organisational Development

**Date of Assessment:** 01/09/2021

**Review Due:**

**Author/Owner:** Katy Lees

**Signature:** K Lees

**Date:** 01/09/2021

### Step 1

Aim of proposed activity/decision/new or revised policy or procedure: New policy for professional reviews for Academic staff which meets GTCS requirements	<b>New</b>	<input checked="" type="checkbox"/>
	<b>Revised</b>	<input type="checkbox"/>
	<b>Existing</b>	<input type="checkbox"/>

Who will be affected? All Academicstaff	Who will be consulted? JNC-EIS	Evidence available: Minutes of meetings
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### Step 2

Potential Positive/Negative/Neutral Impact Identified. <b>P, N, N/I</b>	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	P	N/I	N/I	P	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

<b>Step 3</b> Action to be taken. No actions to take
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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"/>

<b>Date EQIA Approved:</b>	01/09/2021	<b>Approved by:</b>	K Lees
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Please forward completed EIA forms by e-mail to  
pc.equality.perth@uhi.ac.uk