

Policy/Procedure/Strategy: Board Member Recruitment
 Review Due: 01/11/2016
 Date of Assessment: 19/04/2017

Author/Owner: Board Secretary
 Department/Section: Board

Signature: John McLuckie
 Date: 19/04/2017

Step 1

Aim of proposed activity/decision/new or revised policy or procedure:

This procedure is to be followed when appointing external members to the Board of Governors of Argyll College UHI.

- New
 Revised
 Existing

Who will be affected?	Who will be consulted?	Evidence available:
College Board of Governors	College Board of Governors	Qualitative – Argyll College UHI Board Member Recruitment. Anecdotal – Board of Governors’ feedback on the policy.

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	P/N	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Advancing Equality of Opportunity	N/I	P/N	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

- Review of equality impact assessment whenever this policy or related legislation is updated or revised.
- Review of policy should consider clarifying the scope of the term “being incapacitated by mental illness” with regard to the appointment of Board members’ eligibility to continue.
- Consideration should be given to making the two forms in Appendix 6 available in appropriate accessible formats at the time of next policy review.

Summary of EIA Outcome – please tick

- No further action to be carried out
 Amendments or changes to be made
 Proceed with awareness of adverse impact
 Abandon process – Stop and Rethink

Please forward completed EIA forms to the Equality & Diversity Committee