

Policy/Procedure/Strategy: Equality and Diversity Policy  
 Review Due: 01/12/2017  
 Date of Assessment: 03/03/2017

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 Department/Section: Equality and Diversity

Signature: John McLuckie  
 Date: 15/03/2017

## Step 1

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

To provide a framework within which equal opportunities issues can be effectively managed; to promote the value and benefits of social diversity within the College; and to support the development and continuous improvement of an inclusive approach to all College activities.

- New  
 Revised  
 Existing

Who will be affected?	Who will be consulted?	Evidence available:
College staff, students, visitors and other stakeholders	College staff, students, visitors and stakeholders	Qualitative – Equalities Act (2010), Equal Pay Act (1970), Sex Discrimination Act (1975), Race Relations Act (1976), Disability Discrimination Act (1995), Protection Against Harassment Act (1997), Race Relations Amendment Act (2000), Employment Equality (Religion and Belief) Regulations (2003), Employment Equality (Sexual Orientation) Regulations (2003), Argyll College UHI Staff Discipline Policy, Argyll College UHI Staff Grievance Policy, Argyll College UHI Student Discipline Policy, Argyll College UHI Complaints Handling and Suggestions for Improvement Policy, Argyll College UHI Bullying and Harassment Policy, Argyll College UHI Equality and Diversity Policy, Argyll College UHI Self-Evaluation Documents 2015-16 and Student Surveys 2015-16 and 2016-17. UHI Red Button report 2015-16 and email correspondence with and between staff to identify issues with specific centres for individuals with protected characteristics. Quantitative - Self-Evaluation Documents to identify any courses with KPIs adversely affected by issues relating to individuals with protected characteristics. Anecdotal – Staff, student, visitor and other stakeholder views 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	P	P	N/I	P	N/I	P	P	P	P
Advancing Equality of Opportunity	P	P	N/I	P	N/I	P	P	P	P
Promoting Good Relations	N/I	N/I	N/I	N/I	N/I	P	N/I	N/I	N/I

## Step 3

Action to be taken

- Policy review scheduled for December should address updated specific duties and reporting requirements.
- Policy should include specifically all nine protected characteristics.
- Policy should refer to promoting good relations in a wider encompassing sense, rather than only race relations.
- Ongoing monitoring of compliance to ensure no protected group is discriminated against when dealing with issues relating to equality and diversity.

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