

Policy/Procedure/Strategy: Policy on Policies
 Review Due: 01/03/2018
 Date of Assessment: 30/03/2017

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 Department/Section: Executive Management Team

Signature: John McLuckie
 Date: 30/03/2017

Step 1

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

Argyll College UHI actively encourages all staff to contribute to the College's Strategic Aims through the evaluation and developments of its Policies and Procedures. All Policies must be approved by the Board of Governors.

- New
 Revised
 Existing

Who will be affected?	Who will be consulted?	Evidence available:
College Board of Governors, staff, students, partners, contractors and stakeholders	College Board of Governors and staff	Qualitative – Argyll College UHI Policy on Policies, Argyll College UHI Equality and Diversity Policy. Anecdotal – Staff 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	P	P	P	P	P	P	P
Advancing Equality of Opportunity	P	P	P	P	P	P	P	P	P
Promoting Good Relations	P	P	P	P	P	P	P	P	P

Step 3

Action to be taken

- Review of equality impact assessment whenever this and associated policies are updated or revised.
- Ongoing monitoring of compliance to ensure no protected group is discriminated against, and the ethos of advancing equality of opportunity and promoting good relations continues to be embedded as far as is appropriate to the theme of each policy and procedure.

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