

Policy/Procedure/Strategy: Stress at Work Policy  
 Review Due: 01/09/2021  
 Date of Assessment: 31/03/2017

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 Department/Section: Human Resources

Signature: John McLuckie  
 Date: 31/03/2017

## Step 1

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

Argyll College UHI aims to protect the health, safety and welfare of all employees and recognises workplace stress as a health and safety issue.

- New  
 Revised  
 Existing

Who will be affected?	Who will be consulted?	Evidence available:
College staff	College staff	Qualitative – Argyll College UHI Stress at Work Policy, Health and Safety at Work Act (1974), Management of Health and Safety at Work Regulations (1999), Safety Representatives and Safety Committees Regulations (1997), Health and Safety (Consultation with Employees) Regulations (1996). 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	N/I	N	N/I	N/I	N	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

- Potential confidentiality issue around the unwanted disclosure of a disability or pregnancy to a line manager, relating to or leading to stress at work.
- Policy review should consider making specific mention of discrimination, plus the 9 protected characteristics, under section 5.1.9 of the stress at work policy.
- Review of equality impact assessment whenever this policy or health and safety legislation is updated or revised.
- Ongoing monitoring of compliance to ensure no protected group is discriminated against when dealing with issues relating to stress at work.

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