

Policy/Procedure/Strategy:

## **Equality Impact Assessment Form**

Signature: John McLuckie

Review Due: 01/11/2016 Department/Section: Board Date of Assessment: 19/04/2017 Date: 19/04/2017 Step 1 New 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. 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 Age Disability Gender Marriage/Civil Pregnancy and Race Religion or Belief Sex **Sexual Orientation** Positive/Negative/Neutral Reassignment Partnership Maternity Impact Identified. P, N, N/I **Eliminating Discrimination** P/N N/I N/I N/I N/I N/I N/I N/I N/I Advancing Equality of N/I P/N N/I N/I N/I N/I N/I N/I N/I Opportunity N/I N/I N/I N/I N/I N/I N/I N/I N/I **Promoting Good Relations** 

Author/Owner: Board Secretary

## Step 3

## Action to be taken

- Review of equality impact assessment whenever this policy or related legislation is updated or revised.

**Board Member Recruitment** 

- 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

$\sqrt{}$	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