

Policy/Procedure/Strategy: Bullying and Harassment Policy
 Review Due: 01/06/2021
 Date of Assessment: 15/03/2017

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 Department/Section: Human Resources

Signature: John McLuckie
 Date: 15/03/2017

Step 1

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

To assist in recognising and responding to any form of harassment, bullying or victimisation in the workplace, to ensure there is a supportive working environment, to make it clear that harassment and bullying is unacceptable in the workplace, with the policy aiming to be clear, transparent, monitored, evaluated and acted upon.

- New
 Revised
 Existing

Who will be affected?	Who will be consulted?	Evidence available:
College staff	College staff	Qualitative – Argyll College UHI Bullying and Harassment Policy, Equality Act (2010), Equality Act (2010) (Statutory Duties) (Wales) Regulations (2011), Equality Act (2010) (Specific Duties) Regulations (2011), Health and Safety at Work Act (1974), Protection from Harassment Act (1997), Management of Health and Safety at Work Regulations (1999), Argyll College UHI Self-Evaluation Documents 2015-16. 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	N/I	N/I	P	P	P	P
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

- Policy review should consider including specifically all nine protected characteristics.
- Ongoing monitoring of compliance to ensure no protected group is discriminated against when dealing with issues relating to bullying and harassment.

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