## **HWU EIA Form**

**Name of Mechanism:**

1. Area overseeing EIA
2. Lead Officer
3. Date EIA started
4. Is this a new or existing mechanism?
5. Does the mechanism impact on people?
6. What are the aims, objectives and purpose of the mechanism?
7. Are there any associated objectives?
8. Who is intended to benefit from the mechanism and in what way?
9. Is any data available about the mechanism?
10. How are you involving stakeholders/groups of interest in the EIA/development of the mechanism?
11. What challenges have identified?
12. Are there any specific concerns about differential impact on any of the Protected Characteristic groups (including BSL users) or other groups of interest[[1]](#footnote-1)?
13. What steps are being taken to mitigate concerns raised about differential impact?
14. Can differential impact be justified based on positive action guidance?
15. The Equality Act 2010 includes a requirement to give 'due regard' to the public sector equality duty (PSED) in all functions. There is a specific duty to assess the impact of proposed new or revised policies and practices against three needs of the general duty. Use this section to outline relevant issues.

i) Eliminate unlawful discrimination, harassment and victimisation

ii) Advance equality of opportunity between people of different groups

iii) Foster good relations between people of different groups

1. Date EIA Completed and date for future review of mechanism

**If the mechanism includes data collection refer to Data Protection Guidance.**

1. The Protected Characteristics covered by the Equality Act 2010 are: Age, Disability, Race, Religion and Belief (including no belief), Sex, Sexual Orientation, Pregnancy and Maternity, Gender Reassignment, Marriage and Civil Partnership. For Heriot-Watt purposes, we include Deaf and/or Deafblind BSL users as a protected group. It maybe that the mechanism seeks to address other groups of interest e.g. access and inclusion [↑](#footnote-ref-1)