



EQUALITY IMPACT ASSESSMENT (EqIA)

Summary results of the EqIA

Title of policy/practice/process/service:

Sexual Harassment.

Is the policy new (proposed), a revision to an existing policy or a review of current policy?

New (proposed).

Key findings from this assessment (or reason why an EqIA is not required):

The policy's aim is to prevent sexual harassment and to create a culture in which everyone working for and with SLAB is treated with dignity and respect. The policy therefore applies to all SLAB employees, board members, self-employed contractors, consultants, agency/casual workers and volunteers/interns.

The policy will also set out a framework for line managers to deal with any allegations of sexual harassment, including allegations involving third parties such as clients, suppliers or visitors to any of our premises.

The wide scope also applies given SLAB's duties under the Public Sector Equality Duty (PSED) and if claims were to arise, to assist SLAB in establishing a 'reasonable steps' defence.

Summary of actions taken because of this assessment:

Clear guidelines on the process for making a disclosure and the support available have been added.

Ongoing actions beyond implementation include:

Ongoing monitoring.

Lead person(s) for this assessment (job title and department only):

People Consultant, People & Organisational Development.

Senior responsible owner (SRO) agreement that the policy has been fully assessed against the needs of the general duty (job title only):

Head of People & Organisational Development.

Publication date (for completion by Communications):

29/09/2026.

Step 1: Scoping the work being assessed

1.1. Briefly describe the aims, objectives and purpose of the policy/practice/process/service.

The aim of the Sexual Harassment Policy is to provide and maintain a working environment free from sexual harassment and to ensure that all employees are treated, and treat others, with dignity and respect. The policy recognises that sexual harassment can occur both in and outside the workplace, such as on business trips, at work-related events or social functions, or through social media.

The policy is particularly important in supporting our obligations under the PSED. Specifically, it helps the organisation fulfil its general duty to have due regard to the need to eliminate discrimination, victimisation, harassment and other unlawful conduct prohibited by the Equality Act 2010.

1.2. Why is the policy/practice/process/service being examined?

New policy/process/service/practice.

1.3. Who is affected by this policy/practice/process/service?

This policy applies to all SLAB employees.

1.4. Policy/practice/process/service implementation date.

01/10/2026.

1.5. What other SLAB policies or projects may be linked or affected by changes to this policy/practice/process/service?

- Dignity at Work Policy
- Code of Conduct
- Computer Usage Policy
- Grievance Policy
- Disciplinary Policy
- Visitor Procedure
- Whistleblowing Policy.

Step 2: Consider the available evidence and data relevant to your policy/practice/process/service

2.1. What information is available about the experience of each equality group in relation to this policy/practice/process/service?

General information about the policy/practice/process/service

The policy has been strengthened because of upcoming employment legislation through the Employment Rights Act 2025. The legislation requires employers to take 'all reasonable steps' to

prevent sexual harassment of their employees and introduces an obligation on employers not to permit the harassment of their employees by third parties.¹

Cases are very low for the size of SLAB, and we have found that the number of relevant employees is too small to allow us to form any definite conclusions with regards to differences between equality groups. Guidance issued by the EHRC recommends that employers have different policies to deal with sexual harassment and harassment related to protected characteristics or have one policy which clearly distinguishes between the different forms of harassment. The EHRC guidance also makes several recommendations on good practice in developing an anti-harassment policy, such as addressing third party harassment and covering all areas of employer's organisation.²

Age

Statistics

- **SLAB's data**

SLAB employees are clustered around the middle age ranges with fewer employees aged ≤24 years and 65+ years (both).³

- **Data relevant to the policy**

According to a 2020 survey by Government Equalities Office nearly three quarters (71%) of 16-24 year olds experienced sexual harassment in the last 12 months, as did almost two-thirds (63%) of 25-34 year olds; in contrast, less than half (46%) of 35-49 and one quarter (25%) of people aged 50+ had experienced sexual harassment in the last 12 months.⁴

Evidence on different age categories

A 2021 poll published by Trades Union Congress (TUC) stated younger disabled women aged 18 to 34 are even more likely to have experienced sexual harassment, with almost eight out of 10 (78%) reporting being harassed at work.⁵

A 2023 TUC poll of 1,010 women found that half of women (52%) aged 18 to 34 say they have experienced harassment from a third party at work.⁶ Although a June 2026 study by the EHRC states sexual harassment disproportionately affects women, it highlights that it is most likely to be the younger workforce.⁷

There is limited evidence on age 50+ workforce.

Disability

Statistics

- **SLAB's data**

¹ [Plan to Make Work Pay and Employment Rights Act: timeline update - GOV.UK](#)

² [Sexual harassment and harassment at work - Equality and Human Rights Commission \(EHRC\)](#)

³ [SLAB Equality monitoring of employee protected characteristics 2024-25](#)

⁴ [2020 Sexual Harassment Survey - Government Equalities' Office](#)

⁵ [TUC survey: 7 in 10 disabled women say they've been sexually harassed at work](#)

⁶ [New TUC poll: 2 in 3 young women have experienced sexual harassment, bullying or verbal abuse at work](#)

⁷ [Our research into workplace harassment - EHRC](#)

In our organisation, 15-20% of employees who completed their equality record declared a disability or long-term health condition.⁸ This is in line with the national picture. The 2022 Scottish Census reported that 19.6% of the population said a long-term health problem or disability limited their daily activities.⁹ While the latest Labour Market Insights found that disabled people made up 21% of the public sector workforce, 27% of the third sector, and 18.5% of the private sector.

- **Data relevant to the policy**

Employees with disabilities are particularly likely to be excluded from employment, as according to Scottish Government statistics in 2021, the employment rate in Scotland for disabled people aged 16 to 64 was estimated at 49.6%; significantly lower than the rate for non-disabled people (80.8%)¹⁰

A 2018 Wales TUC report on disability and “hidden” impairments in the workplace found that:

- 24% of disabled respondents felt that disability was treated negatively in their workplace
- 6% of non-disabled respondents felt that disability was treated negatively in their workplace, highlighting a lack of awareness of the issues disabled people face.

Respondents described negative and often discriminatory attitudes and behaviour towards disabled people with insulting or inappropriate questions and comments, as well as excluding or isolating disabled workers due to their disability.¹¹

A 2021 poll published by TUC stated that around seven in 10 (68%) disabled women surveyed about sexual harassment say they have been sexually harassed at work.

According to a 2020 survey by Government Equalities Office people with a highly limiting disability were more than twice as likely to have experienced feeling pressured by someone to date them/do a sexual act for them in exchange for something (9% vs. no disability: 4%), flashing 7% vs. no disability: 3% and being physically followed in a sexually threatening way 8% vs. no disability: 4%).¹²

Younger disabled women aged 18 to 34 are even more likely to have experienced sexual harassment, with almost eight out of 10 (78%) reporting being harassed at work.

Two-thirds (67%) of disabled women who experienced sexual harassment at work told the TUC that they did not report the harassment to their boss the most recent time it happened. Of these, the most common reason was that they did not believe they would be taken seriously (39%).

Some said they were worried it would have a negative impact on their career or work relationships (30%). Other reasons included not thinking they would be believed (13%) or thinking they would be blamed if they reported the incident (11%).

Of those who did report the most recent instance of sexual harassment, more than half (53%) said it was not dealt with satisfactorily.¹³

⁸ [SLAB Equality monitoring of employee protected characteristics 2024-25](#)

⁹ [Scotland's Census 2022 - Health, disability and unpaid care](#)

¹⁰ [Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot](#)

¹¹ [Disability and ‘hidden’ impairments in the workplace - 2018 Wales TUC report](#)

¹² [2020 Sexual Harassment Survey - Government Equalities' Office](#)

¹³ [TUC survey: 7 in 10 disabled women say they've been sexually harassed at work](#)

Evidence on different disabilities

- **Physical disabilities**

According to a 2020 survey by Government Equalities Office, close to one-third of people with a disability (31%) reported that their physical or mental health condition was a factor.¹⁴

- **Learning disabilities**

There is limited evidence specifically in relation to learning disabilities.

- **Mental health**

According to a 2020 survey by Government Equalities Office, close to one-third of people with a disability (31%) reported that their physical or mental health condition was a factor.¹⁵

Sex

Statistics

- **SLAB's data**

Women make up 65-70% of the SLAB workforce.¹⁶ The 2022 population data show that in the general population 52% were female and 48% were male and of those in employment 48.5% were female and 51.5% were male.

Data relevant to the policy

Evidence suggests third-party harassment can be a significant risk and is often under-reported or poorly addressed.

Evidence on women

A 2017 research paper by Zero Tolerance found that the following percentage of respondents witnessed the sexist behaviours below:

- Wolf whistling at work in jest – 70%
- Commenting on someone's appearance – 51%.

Additionally, over 70% of respondents reported witnessing or experiencing sexual harassment, and 10% reported witnessing or experiencing physical violence, such as rape, or psychological violence, including patterns of bullying, degradation and mental cruelty.¹⁷

A 2023 TUC poll of 1,010 women found that:

- one in five women say they have experienced harassment at work, rising to almost two in three women aged 25 to 34
- in 39% of the most recent incidents, the perpetrator of the sexual harassment, bullying or verbal abuse was a third party rather than another member of staff; younger women are particularly at

¹⁴ [2020 Sexual Harassment Survey - Government Equalities' Office](#)

¹⁵ [2020 Sexual Harassment Survey - Government Equalities' Office](#)

¹⁶ [SLAB Equality monitoring of employee protected characteristics 2024-25](#)

¹⁷ [‘Sexism is a waste...’: the need to tackle violence and misogyny in Scotland’s workplaces \(2017\) - Zero Tolerance](#)

risk of this type of harassment, as half of women (52%) aged 18 to 34 say they have experienced harassment from a third party at work

- a significant proportion of workplace harassment and abuse goes unreported; less than 30% of women who experienced sexual harassment told their employer, while fewer than half of those affected by bullying (44%) or verbal abuse (50%) reported their experiences – key barriers to reporting included fears of not being taken seriously (39%), damaging workplace relationships (37%) and harming career prospects (25%)
- 45% of the women declaring previous experience of sexual harassment at work say that it has had a detrimental impact on their mental health; 25% say they avoided certain work situations, like meetings, courses, locations and shifts, to avoid the perpetrator, 27% say they wanted to leave their job but couldn't and 18% left their job as a result of this treatment.¹⁸

A 2018 EHRC publication on ending sexual harassment at work states that:

- nearly all the people who had been sexually harassed were women (while sexual harassment can be perpetrated by both men and women, we know that women are most often the targets)
- the most common perpetrator of harassment was a senior colleague
- just under 25% reported being harassed by customers, clients or service users (respondents reported that this type of sexual harassment was dealt with particularly poorly, with lack of management support a common theme and sexual harassment/assault viewed by some employers as a 'normal' part of the job; a number of respondents felt that they had to accept it to keep their job and it should be noted that many of the respondents were in the hospitality sector)
- around half our respondents hadn't reported their experience of harassment to anyone in the workplace due to a lack of appropriate reporting procedures as well as fear of victimisation or a view that the issue would not be taken seriously and the alleged perpetrator would be protected.

Many respondents described negative consequences of reporting, such as being threatened with damage to their career, being disciplined or losing their job, being blamed for the incident, being moved to a different department while the perpetrator kept their role, and the impact on their mental and physical health.¹⁹

Guidance issued by the EHRC recommends that employers have different policies to deal with sexual harassment and harassment related to protected characteristics or have one policy which clearly distinguishes between the different forms of harassment.

The EHRC guidance also makes several recommendations on good practice in developing an anti-harassment policy, such as addressing third party harassment and covering all areas of employer's organisation.

¹⁸ [New TUC poll: 2 in 3 young women have experienced sexual harassment, bullying or verbal abuse at work](#)

¹⁹ [Turning the tables: ending sexual harassment at work - EHRC](#)

A 2018 research conducted by American National Academies stated that numerous studies have demonstrated that more than half of working women report experiencing sexually harassing behaviour at work, but less than 20% of those women describe the experience as “sexual harassment”²⁰

Evidence on men

A 2020 Government Equalities Office survey on sexual harassment reported that almost two thirds (63%) of those who experienced sexual harassment in the workplace reported the perpetrator was a man and around a quarter (22%) reported it was a woman. Of women, 81% reported being harassed by a man/men compared to 46% of men. Only 33% of those who experience sexual harassment formally report it.²¹

A paper from the EHRC based on the findings of an online survey in 2017, stated that several male respondents who reported being sexually harassed at work by both men and women faced barriers in reporting their experiences. A few felt that their experiences wouldn't be taken seriously because they were men.²²

Race

Statistics

- **SLAB's data**

Our data tells us that our employee ethnic origin demographic is:

- 85-90% White Scottish and other British
- <5% White Minority
- <5% Minority Ethnic groups
- 5-10% Selected prefer not to say.

9.8% of the Scottish people in work population fall into the category of minority ethnic groups, whilst the equivalent SLAB figure is less than 5%: this suggests that this group is somewhat underrepresented. However, there has been an increase in that group of plus 1.4% since our last report. On the other two categories, our staff balance is more broadly comparable to the Scottish people in work population.²³

- **Data relevant to the policy**

Evidence on different ethnicities

A report published by the Fawcett Society stated that women from ethnic minority groups have reported feeling worried that by reporting their experience of sexual harassment they will face shame from their family and/or community.

The report also stated that sexual harassment can also compound and reinforce the impact on women of experiencing other forms of discrimination. Evidence shows that due to the compounded nature of racialised sexual harassment and because experiencing multiple forms of trauma increases

²⁰ [Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine \(2018\) - Chapter 4: Outcomes of Sexual Harassment](#)

²¹ [2020 Sexual Harassment Survey - Government Equalities' Office](#)

²² [Turning the tables: Ending sexual harassment at work \(2018\) - EHRC](#)

²³ [SLAB Equality monitoring of employee protected characteristics 2024-25](#)

the likelihood of psychological harm, ethnic minority workers experience workplace sexual harassment differently and may experience different impacts.²⁴

Evidence on people whose first language is not English

There is limited evidence relating specifically to employees whose first language is not English. However, language barriers may affect awareness of rights, confidence in reporting concerns, or access to workplace support and reporting mechanisms.

Gender reassignment

Statistics

- **SLAB's data**

SLAB monitors data in relation to gender reassignment but does not publish the findings due to the risk of disclosure and identifying individuals. We continue to engage with staff about their lived experience and impact of our policies.²⁵

Evidence on trans people

A survey conducted by TUC in 2019 found that nearly seven in 10 (68%) lesbian, gay, bisexual and trans people reported being sexually harassed at work.²⁶

Two thirds of those who were harassed did not report it, with one in four of those not reporting the harassment for fear of 'outing' themselves at work.²⁷

Sexual orientation

Statistics

- **SLAB's data**

Less than 10% of employees identify as lesbian, gay, bisexual, or other/unsure. LGBT+ and 'Other' representation appear relatively comparable to the 2022 general Scottish population (4.3%) and the population of people who are in employment (4.6%).²⁸

- **Data relevant to the policy**

A survey conducted by TUC in 2019 found that nearly seven in 10 (68%) lesbian, gay, bisexual and trans people reported being sexually harassed at work.²⁹

Two thirds of those who were harassed did not report it, with one in four of those not reporting the harassment for fear of 'outing' themselves at work.³⁰

Evidence on gay men

A survey conducted by the TUC in 2019 found that almost seven in ten (68%) gay men had experienced at least one form of sexual harassment at work.³¹

²⁴ [Report: Tackling sexual harassment in the workplace \(2020\) – The Fawcett Society](#)

²⁵ [SLAB Equality monitoring of employee protected characteristics 2024-25](#)

²⁶ [Sexual harassment of LGBT people in the workplace \(2019\) – TUC](#)

²⁷ [Sexual harassment of LGBT people in the workplace \(2019\) – TUC](#)

²⁸ [SLAB Equality monitoring of employee protected characteristics 2024-25](#)

²⁹ [TUC survey: 7 in 10 disabled women say they've been sexually harassed at work](#)

³⁰ [Sexual harassment of LGBT people in the workplace \(2019\) – TUC](#)

³¹ [Sexual harassment of LGBT people in the workplace \(2019\) – TUC](#)

Evidence on gay women/lesbians

A survey conducted by TUC in 2019 found that one in eight LGBT+ women (12%) reported being seriously sexually assaulted or raped at work.³²

Religion or belief

Statistics

- **SLAB's data**

The number of employees identifying as Christian (30-35%) is somewhat lower than that reported for the 2022 Scottish population (37.5%) but also somewhat higher than the percentage reported for those in employment (31.3%). The percentage of employees declaring no religion (50-55%) is somewhat lower than the 2022 Scottish population (58.0%) and considerably lower than those in employment (64.4%). This continues a trend reported in previous years. The number of employees identifying with other religions or beliefs (collating Buddhist, Hindu, Muslim, and others, for example Jewish) is less than 5%, broadly in line with both the 2022 national profile and those in employment (both 4.1%). Our 'prefer not to say' figure remains relatively high at 10-15%, though again, this figure has reduced slightly since last reported.³³

- **Data relevant to the policy**

We found no targeted research into experiences of sexual harassment in the workplace. However, a 2022 publication on tackling workplace sexual harassment in Scotland by Engender highlighted that it is likely that the racialised sexual harassment that Muslim women experience will be further influenced by faith-based stereotyping and assumptions.³⁴

Pregnancy or maternity

Statistics

- **SLAB's data**

In 2023-24, 100% of maternity leavers returned to work. Of these, 20% requested a variation to their contractual hours on return to work and all were approved on a permanent basis.³⁵

- **Data relevant to the policy**

The EHRC found that 77% of mothers experienced a negative or potentially discriminatory workplace experience during pregnancy, maternity leave or on their return to work.³⁶

Evidence on pregnancy and maternity

EHRC research found that around one in five mothers experienced harassment or negative comments related to pregnancy or flexible working, suggesting pregnant employees and those on maternity leave may be particularly vulnerable to inappropriate workplace behaviour.³⁷

³² [TUC survey: 7 in 10 disabled women say they've been sexually harassed at work](#)

³³ [SLAB Equality monitoring of employee protected characteristics 2024-25](#)

³⁴ [Enough is Enough: tackling workplace sexual harassment in Scotland \(2022\) - Engender](#)

³⁵ [SLAB Equality monitoring of employee protected characteristics 2024-25](#)

³⁶ [Pregnancy and maternity discrimination research findings - EHRC](#)

³⁷ [Pregnancy and maternity discrimination research findings - EHRC](#)

Marriage/civil partnership (only applies to policies related to employment)

Statistics

- **SLAB's data**

The proportion of employees who are single/never married (30-35%) is lower than in the general working population (43%), whilst the proportion of married employees in SLAB is comparatively higher (50-55% compared to 46%). The remaining categories are all comparable in size.³⁸

- **Data relevant to the policy**

We have found no evidence suggesting a negative impact.

Care Experienced

Statistics

- **SLAB's data**

Five to 10% of all staff declare they are care-experienced, 80-85% are not and 10-15% prefer not to say.³⁹ This roughly aligns with national data Who Cares Scotland.⁴⁰

Evidence on care experienced people

Evidence from The Promise highlights that many care-experienced people may have experienced trauma and that trust, relationships and power dynamics can influence whether people feel safe to raise concerns or seek support. This may be relevant to the implementation of this policy, particularly in ensuring reporting mechanisms are accessible, supportive and trauma-informed.⁴¹

2.2. Using the information above and your knowledge of the policy/practice/process/service, summarise your overall assessment of how important and relevant it is likely to be for equality groups.

The evidence indicates that sexual harassment is a significant equality issue and is particularly relevant to SLAB's duties under the Equality Act 2010 and the PSED. Research consistently demonstrates that women are disproportionately affected by workplace sexual harassment, with evidence also indicating increased risks for disabled women, younger workers and LGBT+ people. The evidence further highlights barriers to reporting, including concerns about not being believed, fear of negative impacts on career progression, workplace relationships and confidentiality. The policy is therefore likely to be relevant to all equality groups, while providing benefits to groups who may be at greater risk of experiencing sexual harassment or barriers to reporting concerns.

Evidence also suggests that individuals with intersecting protected characteristics, such as younger women, disabled women and LGBT+ people, may face increased risks of workplace sexual harassment and barriers to reporting concerns.

³⁸ [SLAB Equality monitoring of employee protected characteristics 2024-25](#)

³⁹ [SLAB Equality monitoring of employee protected characteristics 2024-25](#)

⁴⁰ [Care Experienced People Are More Than Statistics - Who Cares? Scotland](#)

⁴¹ [The Promise explained: privileging relationships and tackling unresolved trauma | Staf \(Scottish Throughcare and Aftercare Forum\)](#)

2.3. Outcome of Step 2 and next steps. Select the outcome below to inform the next stage of the EqIA process.

Please select your decision: Proceed to Step 3 - complete full EqIA.

Please outline the reasoning behind your decision:

There is relevance to some or all the equality groups and/or our corporate parenting duties.

The evidence demonstrates that workplace sexual harassment has relevance across several protected characteristics, especially sex, disability, age, sexual orientation and gender reassignment. The available evidence also indicates that some groups may experience greater barriers to reporting concerns. As a result, a full EqIA is required to assess the potential impacts of the policy and ensure appropriate mitigations and safeguards are in place.

Step 3: Stakeholder involvement and consultation

3.1. Do you/did you have any consultation or involvement planned for this policy/practice/process/service?

Yes.

3.2. List all the stakeholder groups that you will talk to about this policy/practice/process/service.

Consultations to be carried out with SLAB leadership team, all employees, and the Union.

3.3. What did you learn from the consultation/involvement?

2025 Staff Survey

Of the employees who responded:

- 48% agreed and 44% neither agreed or disagreed that their area/directorate is taking action to combat harassment, discrimination and bullying
- 83% answered no and 7% answered prefer not to say when asked about being bullied and/or harassed in the last 12 months
- 55% said they did not report harassment, bullying or discrimination as they believed there would be no corrective action as a result.

Employee and Trade Union Consultation 2026

93.52% either did not know or did not think that the proposed policy would make a different impact on people with protected characteristics. When the policy was mentioned directly, the following comments were made by respondents:

- Women would probably be more at risk of being sexually harassed.
- I feel that an autistic person might struggle to approach their line manager or People & OD but feel more comfortable telling a family member or friend.

- The policy says all protected characteristics are potentially relevant, but it could better recognise that people may experience sexual harassment differently where characteristics overlap, for example sex and race, disability and sex, or sexual orientation and gender reassignment.
- The formal process relies heavily on written disclosures and meetings. This may disadvantage some disabled employees, neurodivergent employees, employees with trauma-related needs, or employees for whom written communication is difficult.
- Some employees may be reluctant to report because of cultural expectations, fear of not being believed, immigration-related anxiety, status, seniority, or previous experience of discrimination.
- Confidentiality is positive, but in small teams it may be harder to protect anonymity, which may discourage reporting from minority groups or those who feel highly visible.
- Third-party harassment may particularly affect employees in public-facing, client-facing, facilities, reception and lone-working roles. If those roles are disproportionately held, the impact may differ by sex, race, age, disability, or other characteristics.
- Even though the policy considers the nine protected characteristics, the main ones affected may be sex, disability and sexual orientation.

Step 4: Impact on equality groups and steps to address these

4.1. Does the policy/practice/process/service have any impacts (whether intended or unintended, positive or negative) on any of the equality characteristics?

The policy is expected to have a positive impact across all protected characteristics. Evidence gathered as part of this assessment demonstrates that workplace sexual harassment can affect a wide range of equality groups and may have a disproportionate impact on some groups, including women, disabled people, younger workers and LGBT+ people. By setting clear standards of behaviour, establishing reporting mechanisms, outlining support available to those affected and addressing third-party harassment, the policy supports the elimination of harassment and victimisation, advances equality of opportunity and promotes positive workplace relationships. No adverse impacts have been identified at this stage, although the policy will be monitored and reviewed to ensure it remains effective and accessible to all employees.

Age

Potential for discrimination: Positive impact(s).

Potential for developing good relations: Positive impact(s).

Potential to advance equality: Positive impact(s).

The policy is expected to have a positive impact by promoting a workplace culture where inappropriate behaviour is challenged and concerns can be reported safely. Evidence suggests younger workers may be at greater risk of workplace sexual harassment. Clear behavioural expectations, reporting routes and support arrangements may help reduce this risk and promote equality of opportunity across age groups.

To ensure that this positive impact is maximised there will be mandatory training for all SLAB employees, board members, self-employed contractors, consultants, agency/casual workers, and volunteers/interns.

Disability

Potential for discrimination: Positive impact(s).

Potential for developing good relations: Positive impact(s).

Potential to advance equality: Positive impact(s).

The policy is expected to have a positive impact by promoting a workplace culture where inappropriate behaviour is challenged and concerns can be reported safely. Evidence suggests female workers with a disability may be at greater risk of workplace sexual harassment. Clear behavioural expectations, reporting routes and support arrangements may help reduce this risk.

To ensure that this positive impact is maximised there will be mandatory training for all SLAB employees, board members, self-employed contractors, consultants, agency/casual workers, and volunteers/interns.

Sex

Potential for discrimination: Positive impact(s).

Potential for developing good relations: Positive impact(s).

Potential to advance equality: Positive impact(s).

The policy is expected to have a positive impact by promoting a workplace culture where inappropriate behaviour is challenged and concerns can be reported safely. Evidence suggests female workers may be at greater risk of workplace sexual harassment. Clear behavioural expectations, reporting routes and support arrangements may help reduce this risk.

To ensure that this positive impact is maximised there will be mandatory training for all SLAB employees, board members, self-employed contractors, consultants, agency/casual workers, and volunteers/interns.

Race

Potential for discrimination: Positive impact(s).

Potential for developing good relations: Positive impact(s).

Potential to advance equality: Positive impact(s).

The policy is expected to have a positive impact by promoting a workplace culture where inappropriate behaviour is challenged and concerns can be reported safely. Evidence suggests there may be at greater risk of workplace sexual harassment for this protected characteristic. Clear behavioural expectations, reporting routes and support arrangements may help reduce this risk.

To ensure that this positive impact is maximised there will be mandatory training for all SLAB employees, board members, self-employed contractors, consultants, agency/casual workers, and volunteers/interns.

Gender reassignment

Potential for discrimination: Positive impact(s).

Potential for developing good relations: Positive impact(s).

Potential to advance equality: Positive impact(s).

The policy is expected to have a positive impact by promoting a workplace culture where inappropriate behaviour is challenged and concerns can be reported safely. Evidence suggests there may be at greater risk of workplace sexual harassment for this protected characteristic. Clear behavioural expectations, reporting routes and support arrangements may help reduce this risk.

To ensure that this positive impact is maximised there will be mandatory training for all SLAB employees, board members, self-employed contractors, consultants, agency/casual workers, and volunteers/interns.

Sexual orientation

Potential for discrimination: Positive impact(s).

Potential for developing good relations: Positive impact(s).

Potential to advance equality: Positive impact(s).

The policy is expected to have a positive impact by promoting a workplace culture where inappropriate behaviour is challenged and concerns can be reported safely. Evidence suggests there may be at greater risk of workplace sexual harassment for this protected characteristic. Clear behavioural expectations, reporting routes and support arrangements may help reduce this risk.

To ensure that this positive impact is maximised there will be mandatory training for all SLAB employees, board members, self-employed contractors, consultants, agency/casual workers, and volunteers/interns.

Religion or Belief

Potential for discrimination: No impact.

Potential for developing good relations: No impact.

Potential to advance equality: No impact.

No evidence of disproportionate impact identified during consultation or review.

Pregnancy & Maternity

Potential for discrimination: No impact.

Potential for developing good relations: No impact.

Potential to advance equality: No impact.

No evidence of disproportionate impact identified during consultation or review.

Marriage & Civil Partnership (only applies to policies related to employment)

Potential for discrimination: No impact.

Potential for developing good relations: No impact.

Potential to advance equality: No impact.

No evidence of disproportionate impact identified during consultation or review.

Care experience

Potential for discrimination: No impact.

Potential for developing good relations: No impact.

Potential to advance equality: No impact.

No evidence of disproportionate impact identified during consultation or review.

4.2. Which actions have you taken as part of this assessment?

Please select the outcome of the assessment: Adjust the policy/practice/process/service.

Please explain the changes that have been made:

We conducted a consultation with all employees and our recognised Union seeking views on the policy and made changes to the policy as a result. Support documentation will be produced along with mandatory training for all.

Step 5: Discuss and review the assessment with decision makers and governance structures

5.1. Record details of the groups you report to about this policy/practice/process/service and impact assessment. Include the date you presented progress to each group and an extract from the minutes to reflect the discussion.

From May 2026: Regular reviews and updates to the EqIA between Policy staff and People & OD colleagues.

August 2026: Consultation with employees and our recognised Trade Union.

August/September 2026: Following consultation with employees and our recognised Trade Union, changes made to the policy and EqIA.

Step 6: Post-implementation actions and monitoring impact

6.1. Record any ongoing actions below

All employees will be alerted to this refreshed policy from October 2026 and there will be mandatory training for all.

6.2. Note here how you intend to monitor the impact of this policy/practice/process/service on equality groups

Measure	Lead department or individual	Reporting (where and frequency)
Staff Survey	People & OD with support for analysis from Policy & Development	Board and Executive Team. Every two years.
Ongoing review	People & OD	Monitor disclosures based on protected characteristics.

6.3. EqIA review date

01/10/2031.

Step 7: Assessment sign off and approval

Director/SRO sign off: 16/09/2026.

Chief Executive approval: 23/09/2026.