

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	RENT ARREARS POLICY	Is this a new policy / proposal or a revision?	REVISION
Person(s) responsible for the assessment	Yvonne Rooney (HOUSING MANAGER)		
1. Briefly describe the aims, objectives and purpose of the policy / proposal	The aim is to support tenants to maximise their income and minimise rent arrears. The purpose is to support staff in taking a preventative approach to rent arrears and provide guidance for pursuing arrears when tenants do not pay rent.		
2. Who is intended to benefit from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>	Employees, service users, management committee.		
3. What outcomes are wanted from this policy / proposal ? <i>(e.g. the benefits to customers)</i>	To ensure that the processes and decision-making for preventing and responding to rent arrears are clearly set out.		

4. Which protected characteristics could be affected by the proposal? *(tick all that apply)*

Age
 Disability
 Marriage & Civil Partnership
 Pregnancy/Maternity
 Race

Religion or Belief
 Gender
 Gender Reassignment
 Sexual Orientation

5. If the policy / proposal is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.

All protected characteristic groups must have access to methods for paying rent and accessing support services to maximise income and prevent rent arrears, therefore the Policy is relevant to all characteristics. Race and disability protected characteristics could be impacted by access to services, however the Policy refers the need for support needs to be identified and appropriate assistance sought/put in place. The Association will also be sensitive in the treatment of any tenant already in receipt of support as outlined. The policy also states that translation services will be available.

	Positive impact(s)	Negative impact(s)
<p>6. Describe the likely positive or negative impact(s) the policy / proposal could have on the groups identified in part 4</p>	<p>The policy is likely to have a positive effect on staff attitude to pursuing rent arrears as the focus is on prevention of arrears happening in the first place</p>	
<p>7. What actions are required to address the impacts arising from this assessment? <i>(This might include; collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i></p>		

Signed: Yvonne Rooney (Job title): Housing Manager

Date the Equality Impact Assessment was completed: 22/07/22