

**North View Housing Association  
Equality Impact Assessment Tool**



Name of the <b>policy / proposal</b> to be assessed	ESTATE MANAGEMENT POLICY	Is this a <b>new policy / proposal</b> or a revision?	REVISION
Person(s) responsible for the assessment	ALISON MAIN (HOUSING MANAGER)		
<b>1. Briefly describe the aims, objectives and purpose</b> of the policy / proposal	TO DETAIL PROCESSES THAT ARE IN PLACE TO ENSURE THAT THE WINDLAW ARE IS MAINTAINED AS A PLEASANT, SAFE AND SECURE ENVIRONMEBNT FOR ITS RESIDENTS.		
<b>2. Who is intended to benefit</b> from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>	STAFF, COMMITTEE MEMBERS AND RESIDENTS (POLICY SETS OUT SUPPORT AVAILABLE FOR TENANTS THROUGH THE GARDEN CARE SCHEME POLICY TO HELP THEM MAINTAIN THEIR GARDEN IF THEY ARE UNABLE TO DO SO AND TENANT RESPONSIBILITIES IN RELATION TO ESTATE MANAGEMENT MATTERS ARE FULLY EXPLAINED AT SIGN UP STAGE. TRANSLATION SERVICES WILL BE ARRANGED IF REQUIRED).		
<b>3. What outcomes are wanted</b> from this policy / proposal? <i>(e.g. the benefits to customers)</i>	TO ENSURE THAT WINDLAW ESTATE IS WELL MAINTAINED, WITH PARTICULAR FOCUS ON THE MAINTENANCE OF COMMON AREAS.		

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.

POLICY IS NOT RELEVANT TO ANY OF THE PROTECTED CHARACTERISTICS BECAUSE SECTION 5.8 OF THE POLICY OUTLINES THAT SUPPORT WILL BE AVAILABLE, THROUGH THE ASSOCIATION'S GARDEN CARE SCHEME, FOR TENANTS WHO ARE NOT ABLE (FOR HEALTH REASONS) TO MAINTAIN THEIR GARDEN. THE ASSOCIATION WILL ALSO ENSURE THAT APPROPRIATE SUPPORT IS AVAILABLE TO TENANTS FOR WHOM ENGLISH IS NOT THEIR FIRST LANGUAGE TO ENSURE THEY UNDERSTAND RESPONSIBILITIES. THIS MAY INCLUDE TRANSLATED DOCUMENTS, ACCESS TO TRANSLATORS, ETC.

	Positive impact(s)	Negative impact(s)
6. Describe the <b>likely positive or negative impact(s)</b> the policy / proposal could have on the groups identified in part 4		
7. What <b>actions</b> are <b>required</b> 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> ).		

Signed: Alison Main (Job title): Housing Manager

Date the Equality Impact Assessment was completed: 21<sup>st</sup> September 2016