

## Equality Impact Assessment

### North View Housing Association Equality Impact Assessment Tool



Name of the <b>policy / proposal</b> to be assessed	Committee Members: Recruitment and Succession	Is this a <b>new policy / proposal or a revision?</b>	New Policy
Person(s) responsible for the assessment	Euan Anderson		
<b>1. Briefly describe the aims, objectives and purpose</b> of the policy / proposal	To recruit new Committee Members and increase diversity for the Management Committee.		
<b>2. Who is intended to benefit</b> from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>	The organisation and the individual Members of the Management Committee.		
<b>3. What outcomes are wanted</b> from this policy / proposal ? <i>(e.g. the benefits to customers)</i>	That by the 2021 AGM, up to one third of the Management Committee Members are form outwith our community (but are interested in the work of North View).		

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

- Age            x Disability             Marriage & Civil Partnership            x Pregnancy/Maternity            x Race  
 Religion or Belief            x 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.

	Positive impact(s)	Negative impact(s)
<p>6. Describe the <b>likely positive or negative impact(s)</b> the policy / proposal could have on the groups identified in part 4</p>		<p><b>Disability:-</b> Barrier to participation e.g. unable to attend meetings due to transport problems; information provided is not in suitable format.</p> <p><b>Pregnancy/Maternity:-</b> Unable to attend Meetings due to pregnancy or maternity related health issues.</p> <p><b>Race:-</b> People for whom English is not their first language.</p> <p><b>Religion or belief:-</b> Unable to attend Committee Meetings on certain days or at certain times.</p> <p><b>Gender:-</b> Unable to attend meetings or events due to caring responsibilities.</p>

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7. What **actions** are **required** to address the impacts arising from this assessment? (*This might include; collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts*).


**Disability:-** Arrange transport to get the person to and from Meetings; provide in formation in the appropriate format; provide remote attendance via Skype, Facetime etc.; provide disability awareness training for staff to raise their awareness about the needs of disability 'types'; during recruitment process identify any reasonable adjustments that we could introduce to remove barriers for the person; during annual 'Committee Chats' discuss what we and they can do to make sure they can develop and use their abilities

**Pregnancy/Maternity:-** Provide remote attendance via Skype, Facetime etc.; provide childcare expenses (to enable the mother to pay for a babysitter for her child/children for the time that she is on Association business); grant the person a Leave of Absence from the Committee and put in place 'keeping in touch' arrangements.

**Race:-** Take reasonable, practical, and proportionate measures to help the person understand our work, and our papers.

**Religion or belief:-** Try to arrange meetings and events on a date and at times that are suitable for the person.

**Gender:-** Provide remote attendance via Skype, Facetime etc.; provide care expenses (to enable the person to pay for a carer for persons they look after for the time that they are on Association business).

Signed:  (Job title): DIRECTOR

Date the Equality Impact Assessment was completed: 11/9/19

**Please attach the completed document as an appendix to your policy / proposal report**