

Equality Impact Assessment

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Settlement Agreements	Is this a new policy / proposal or a revision?	New Policy
Person(s) responsible for the assessment	Euan Anderson		
1. Briefly describe the aims, objectives and purpose of the policy / proposal	To establish principles that we will follow in the potential event of the Association entering in to a Settlement Agreement with an employee.		
2. Who is intended to benefit from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>	The Association and Employee.		
3. What outcomes are wanted from this policy / proposal ? <i>(e.g. the benefits to customers)</i>	An outcome that is fair to both parties and which both parties are satisfied.		

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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

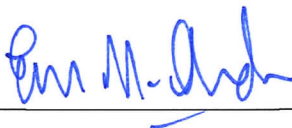
5. If the policy / proposal is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.

We do not see this policy as having any direct impact upon the protected characteristics contained within the Equality Act 2010. We will however be mindful in the way we select those unresolved disputes/business challenge issues to route via the Settlement Agreement method.

We will also be mindful of the way in which we present this option to employees and the language we use when discussing any proposition with them. By extension we will avoid holding any assumptions as may be viewed to be discriminatory, and/or taking actions which in themselves could be perceived as victimising the employee(s) concerned.

	Positive impact(s)	Negative impact(s)
6. Describe the likely positive or negative impact(s) the policy / proposal could have on the groups identified in part 4		

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*).

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