

## North View Housing Association Equality Impact Assessment Tool



Name of the <b>policy / proposal</b> to be assessed	Whistleblowing Policy	Is this a <b>new policy / proposal</b> or a <b>revision</b> ?	Revision
Person(s) responsible for the assessment	Alison Main		
<b>1. Briefly describe the aims, objectives and purpose</b> of the policy / proposal	This Policy sets out how employees (including agency workers and people on training programmes with the Association) and Committee Members can raise any concerns they may have and how the Association will deal with these concerns.		
<b>2. Who is intended to benefit</b> from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>	The Policy applies to all of the Association's employees (as set out above) and Committee Members.		
<b>3. What outcomes are wanted</b> from this policy / proposal ? <i>(e.g. the benefits to customers)</i>	The intended outcome is to encourage anyone who has serious concerns about the Association to come forward and speak up without fear of reprisal. It also provides a clear framework for how any whistleblowing will be dealt with by the organisation.		

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.

This Policy does not impact (positively or negatively) on any protected characteristic. Section 9.1 of the Policy sets out that 'in implementing this Policy, the Association will ensure that it does not discriminate against anyone on the grounds of any of the nine Protected Characteristics stated in the Equality Act 2010. These are age, disability, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, race, religion and belief, sex, or sexual orientation.'

	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 **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: Auson Main (Job title): Director

Date the Equality Impact Assessment was completed: 2<sup>nd</sup> August 2022

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