

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Committee Member Induction Policy	Is this a new policy / proposal or a revision?	New
Person(s) responsible for the assessment	Alison Main		
1. Briefly describe the aims, objectives and purpose of the policy / proposal	This Policy sets out the Association's approach to induction training for new Management Committee members.		
2. Who is intended to benefit from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>	The Policy applies to Association's employees and new Management Committee members.		
3. What outcomes are wanted from this policy / proposal ? <i>(e.g. the benefits to customers)</i>	The intended outcomes are to ensure that a structured, comprehensive induction programme is in place to help new Committee members feel equipped, supported and able to effectively contribute as early as possible.		

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 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. It notes under section 6.0 that if Management Committee members need the Association to make adjustments to its standard approach to meet their individual needs, we will endeavour to do this where possible.

	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? (<i>This might include; collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts</i>).		

Signed: Auson Main (Job title): Director

Date the Equality Impact Assessment was completed: 22nd September 2022

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