

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Director Remuneration Policy	Is this a new policy / proposal or a revision?	revision
Person(s) responsible for the assessment	Alison Main		
1. Briefly describe the aims, objectives and purpose of the policy / proposal	The purpose of this Policy is to set out the Association's approach to remuneration of its Director.		
2. Who is intended to benefit from the policy / proposal? <i>(e.g., applicants, tenants, staff, contractors)</i>	The Policy is intended to benefit the Management Committee and Director by setting out the clear system for the remuneration package and how any disputes are addressed.		
3. What outcomes are wanted from this policy / proposal ? <i>(e.g. the benefits to customers)</i>	The intended outcome is to ensure that a clear framework is in place for the Director's remuneration to ensure transparency and accountability.		
4. Which protected characteristics could be affected by the proposal? <i>(tick all that apply)</i> <input type="checkbox"/> Age <input type="checkbox"/> Disability <input type="checkbox"/> Marriage & Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input type="checkbox"/> Race <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Gender <input type="checkbox"/> Reassignment <input type="checkbox"/> 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.

It is not relevant to any of the protected characteristics as the EVH framework used for this job role ensures an open and transparent pay structure for the employee.

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

Positive impact(s)

Negative impact(s)

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): Corporate Services Officer

Date the Equality Impact Assessment was completed: 16/05/2023