

## North View Housing Association Equality Impact Assessment Tool



|   |   |   |          |
|---|---|---|----------|
| Name of the <b>policy / proposal</b> to be assessed   | (Response to) Unacceptable Behaviour Policy   | Is this a <b>new policy / proposal</b> or a <b>revision</b> ? | revision |
| Person(s) responsible for the assessment  | Alison Main   |   |          |
| 1. Briefly describe the <b>aims, objectives and purpose</b> of the policy / proposal  | The purpose of this Policy is to set out the Association's approach to dealing with incidences of unacceptable behaviour to ensure that it fulfils its duty of care to its employees and representatives. |   |          |
| 2. <b>Who is intended to benefit</b> from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>  | The Policy is intended to benefit the staff, Management Committee, representatives and customers by setting out how incidents will be recorded and responded to (including review and appeal processes).  |   |          |
| 3. What <b>outcomes</b> are <b>wanted</b> from this policy / proposal ? <i>(e.g. the benefits to customers)</i>   | The intended outcome is to ensure that there are clear guidelines in place in terms of how any incidents of unacceptable behaviour are tackled.   |   |          |
| 4. Which <b>protected characteristics</b> could be <b>affected</b> by the proposal? <i>(tick all that apply)</i>  |   |   |          |
| <input type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Marriage & Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input type="checkbox"/> Race<br><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)**

**Disability**

May have a negative impact on service users who, due to mental health or learning disability, find it challenging to request services.

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**

It may be necessary to consider the circumstances of the customer and make reasonable adjustments where appropriate.

The Policy provides for taking appropriate and proportionate action in response to reports. It is expected that this will balance the needs and rights of affected service users against those of staff.

Signed: \_\_\_\_\_

*Auson Main*

(Job title): Director

Date the Equality Impact Assessment was completed: 17<sup>th</sup> May 2023