

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Estate Management 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 aim of this Policy is to ensure that Windlaw is a pleasant, safe and secure environment for its residents. It establishes the principles and framework that underpin the actions that the Association takes to achieve this, setting out clear lines of responsibility in relation to Estate Management matters.		
2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	The Policy is intended to benefit all residents (including tenants and owners who receive a factoring service from the Association) and also provides guidance and clear lines of responsibilities to help staff in its implementation.		
3. What outcomes are wanted from this policy / proposal ? (e.g. the benefits to customers)	The Policy outcome wanted is for Windlaw to be a well maintained and pleasant area for residents to live in.		

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.

The policy is not relevant to any of the protected characteristics. All groups will equally benefit from good estate management regardless of any protected characteristic. The Association provides a grass cutting service for tenants who are unable to maintain their gardens (due to health reasons and for those over 60 years of age).

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

Signed: Auson Main (Job title): Director

Date the Equality Impact Assessment was completed: 24th July 2023