

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Tenant Alterations, Improvements & Compensation 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	<p>The aim of this Policy is to allow tenants to make alterations to their homes, subject to the Association's written permission and any conditions laid down.</p> <p>also defines which works qualify as "improvement works" under the terms of the Regulations and are therefore eligible for compensation at the end of the tenancy.</p>		
2. Who is intended to benefit from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>	<p>The Policy is intended to benefit tenants and staff by providing practical guidelines in terms of how alterations, improvements and compensation are dealt with by the Association.</p>		
3. What outcomes are wanted from this policy / proposal ? <i>(e.g. the benefits to customers)</i>	<p>The Policy outcome wanted is to ensure that there is a clear framework in place for dealing with requests to make alterations and how improvements are compensated.</p>		
4. Which protected characteristics could be affected by the proposal? <i>(tick all that apply)</i>			
<p> <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 </p>			

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 has no adverse impact on any of the protected characteristics. The policy applies to all tenants who looking to make alterations, improvements and claim compensation. Sections below highlight additional support that is available for groups for whom English is not their first language.

	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>Race: Tenants looking to make alterations, improvements and claim compensation and for whom English is not their first language, may require additional support to ensure they understand the processes and framework.</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>	<p>Race: The Association will ensure that tenants looking to make alterations, improvements and claim compensation and for whom English is not their first language, are given appropriate support to help them understand the Policy. This includes use of interpreter services, arranging for documents to be translated into other languages etc.</p>	

Signed: Auson Main (Job title): Director

Date the Equality Impact Assessment was completed: 18th January 2024