

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Replacing the Director	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 the Association has an established process in the event of the Director leaving the organisation or being incapacitated and/or unable to work for a substantial period of time.		
2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	The Policy is intended to benefit the Association's Chairperson, Management Committee, and staff.		
3. What outcomes are wanted from this policy / proposal ? (e.g. the benefits to customers)	The Policy outcome is to ensure that the Association has plans to allow it to respond to the Director leaving or being unable to work.		
4. Which protected characteristics could be affected by the proposal? (tick all that apply)			
<div style="display: flex; flex-wrap: wrap;"> <div style="width: 25%;"><input type="checkbox"/> Age</div> <div style="width: 25%;"><input type="checkbox"/> Disability</div> <div style="width: 25%;"><input type="checkbox"/> Marriage & Civil Partnership</div> <div style="width: 25%;"><input type="checkbox"/> Pregnancy/Maternity</div> <div style="width: 25%;"><input type="checkbox"/> Race</div> <div style="width: 25%;"><input type="checkbox"/> Religion or Belief</div> <div style="width: 25%;"><input type="checkbox"/> Gender</div> <div style="width: 25%;"><input type="checkbox"/> Reassignment</div> <div style="width: 25%;"><input type="checkbox"/> Sexual Orientation</div> </div>			

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.

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

Signed: Ayobon Main (Job title): Director

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