

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Stress Management	Is this a new policy / proposal or a revision?	New policy
Person(s) responsible for the assessment	Alison Main		
1. Briefly describe the aims, objectives and purpose of the policy / proposal	<p>The purpose of this policy is to demonstrate the Association's commitment to the mental and physical wellbeing of its employees by providing a framework of support for the effective prevention and management of stress at work. It also aims to increase awareness of stress and provide managers with a clear process to use should an employee report that they are experiencing symptoms of stress.</p> <p>The policy defines stress and clearly describes the roles and responsibilities for both line managers and employees.</p>		
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 staff (including managers).		
3. What outcomes are wanted from this policy / proposal? (e.g. the benefits to customers)	The Policy outcome is to ensure that the Association recognises the need to promote a culture of good mental and physical health in its duty of care under the requirements of the Health and Safety at Work Act 1974. It also sets out responsibilities in terms of managing stress for line managers and employees.		

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 has no adverse impact on any of the protected characteristics.

Age, Race & Religion or Belief

The Policy is applied and supports all employees irrespective of their characteristic groups. It is, therefore, overall considered to have no impact. Additionally, this policy provides a framework to identify those at risk and provide support.

Disability

Those with a mental health condition may be more vulnerable to stress and anxiety due to their condition. Some physical conditions can be triggered by stress. This Policy is applied and supports all employees irrespective if they have a disability or not. It is, therefore, considered to have no impact.

Gender

It is considered to have no impact.

Pregnancy/Maternity

Employees who are pregnant may be more vulnerable to stress and anxiety due to their pregnancy or when they return to work. Appropriate support is available.

Sexual Orientation

It is considered to have no impact.

Reassignment

Employees who undergo a gender transition may be more vulnerable to stress and anxiety due to this major life transformation. This Policy will help to provide a framework to provide support.

	Positive impact(s)	Negative impact(s)
6. Describe the likely positive or negative impact(s) the policy / proposal could have on the groups identified in part 4	-	-
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: Auson Main (Job title): Director

Date the Equality Impact Assessment was completed: 7th June 2024