

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Financial Procedures	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 Financial Procedures is to ensure that effective and efficient financial controls are set out for the organisation to adhere to.		
2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	The Procedures are intended to benefit the Association's Management Committee members and staff.		
3. What outcomes are wanted from this policy / proposal? (e.g. the benefits to customers)	The outcome wanted is to ensure that the Association has appropriate controls and processes in place to ensure the effective operation of matters relating to finance.		
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 Procedures have no adverse impact on any of the protected characteristics. It is an internal document for use by staff and the Management Committee. This can be made available in alternative formats if necessary. The Association can also make reasonable adjustments for staff to assist in the implementation of the Procedures.

	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: 19th July 2024