

## North View Housing Association Equality Impact Assessment Tool



Name of the <b>policy / proposal</b> to be assessed	Performance Management Strategy	Is this a <b>new policy / proposal</b> or a revision?	Revision
Person(s) responsible for the assessment	Alison Main		
<b>1. Briefly describe the aims, objectives and purpose</b> of the policy / proposal	The aim of this Strategy is to ensure that arrangements are in place to support effective performance management and reporting.		
<b>2. Who is intended to benefit</b> from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>	The Strategy is intended to benefit the Association's Management Committee members, staff and tenants.		
<b>3. What outcomes are wanted</b> from this policy / proposal? <i>(e.g. the benefits to customers)</i>	The Strategy outcome is to ensure that the Association has a framework in place to monitor, evaluate and improve its performance in key areas.		
<b>4. Which protected characteristics could be affected</b> by the proposal? <i>(tick all that apply)</i>  <div style="display: flex; flex-wrap: wrap; justify-content: space-between;"> <div><input type="checkbox"/> Age</div> <div><input type="checkbox"/> Disability</div> <div><input type="checkbox"/> Marriage &amp; Civil Partnership</div> <div><input type="checkbox"/> Pregnancy/Maternity</div> <div><input type="checkbox"/> Race</div> <div><input type="checkbox"/> Religion or Belief</div> <div><input type="checkbox"/> Gender</div> <div><input type="checkbox"/> Reassignment</div> <div><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 Strategy has no adverse impact on any of the protected characteristics. The Association will make any of its publications (such as newsletters, annual reports, policies, strategy documents) available on CD/data-to-voice, in Braille, large print and community languages on request.

	Positive impact(s)	Negative impact(s)
6. Describe the <b>likely positive or negative impact(s)</b> the policy / proposal could have on the groups identified in part 4		
7. What <b>actions</b> are <b>required</b> 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: Awon Main (Job title): Director

Date the Equality Impact Assessment was completed: 19<sup>th</sup> July 2024