

## North View Housing Association Equality Impact Assessment Tool



<b>Name of the policy / proposal to be assessed</b>	Electrical Installation Safety Policy	<b>Is this a new policy / proposal or a revision?</b>	Revision
<b>Person(s) responsible for the assessment</b>	Alison Main		
<b>1. Briefly describe the aims, objectives and purpose of the policy / proposal</b>	The aim of this Policy is to ensure the effective inspection, maintenance, and management of all electrical installations within the Association's housing stock, and all other property owned by the Association.		
<b>2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)</b>	The Policy is intended to benefit tenants and also provides some guidance to the Maintenance staff team.		
<b>3. What outcomes are wanted from this policy / proposal ? (e.g. the benefits to customers)</b>	The Policy outcome wanted is to ensure that all electrical installations owned by the Association are safe and compliant with legislative requirements.		
<b>4. Which protected characteristics could be affected by the proposal? (tick all that apply)</b>			
<div style="display: flex; flex-wrap: wrap; padding: 5px;"> <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 &amp; 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. The policy applies to all tenants who access the Association's services. Sections below highlight additional support that may be required for people with disabilities and for those whom English is not their first language.

	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		<b>Race:</b> People accessing the service and for whom English is not their first language, may require additional support to ensure they understand the requirement to carry out electrical safety work and how this is implemented.  <b>Disability:</b> Additional support may be required for tenants with disabilities to ensure suitable access arrangements to implement the Policy are in place.
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>	<b>Race:</b> The Association will ensure that people whom English is not their first language are given appropriate support to help us communicate this the Policy. This includes use of interpreter services, arranging for documents to be translated into other languages etc.  <b>Disability:</b> The Association will work with statutory services and support providers (where relevant) to ensure that access is granted to allow the Policy to be implemented.	

Signed: Ashon Main (Job title): Director

Date the Equality Impact Assessment was completed: 16<sup>th</sup> October 2024