

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Settlement Agreements	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 establish principles that we will follow in the potential event of the Association entering into a Settlement Agreement with an employee.		
2. Who is intended to benefit from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>	The Policy is intended to benefit the Association and Employees.		
3. What outcomes are wanted from this policy / proposal ? <i>(e.g. the benefits to customers)</i>	The Policy outcome wanted is to ensure that an outcome that is fair to both parties and which both parties are satisfied.		
4. Which protected characteristics could be affected by the proposal? <i>(tick all that apply)</i>			
<div style="display: flex; flex-wrap: wrap; padding: 10px;"> <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.

We do not see this Policy as having any direct impact upon the protected characteristics contained within the Equality Act 2010. We will, however, be mindful in the way we select those unresolved disputes/business challenge issues to route via the Settlement Agreement method.

We will also be mindful of the way in which we present this option to employees and the language we use when discussing any proposition with them. By extension, we will avoid holding any assumptions as may be viewed to be discriminatory and/or taking actions which in themselves could be perceived as victimising the employee(s) concerned.

	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: _____

Job title: Director

Date the Equality Impact Assessment was completed: 28th October 2024