

## North View Housing Association Equality Impact Assessment Tool



Name of the <b>policy / proposal</b> to be assessed	Committee Members: Recruitment and Succession	Is this a <b>new policy/ proposal or a revision?</b>	Revision
Person(s) responsible for the assessment	Alison Main		
<b>1. Briefly describe the aims, objectives and purpose</b> of the policy/proposal	To recruit new Committee Members and increase diversity for the Management Committee.		
<b>2. Who is intended to benefit</b> from the policy/proposal? ( <i>e.g. applicants, tenants, staff, contractors</i> )	The organisation and the individual Members of the Management Committee.		
<b>3. What outcomes are wanted</b> from this policy/proposal? ( <i>e.g. the benefits to customers</i> )	That by the 2026 AGM, up to two Management Committee Members are from outwith our community (but are interested in the work of North View).		

4. Which **protected characteristics** could be **affected** by the proposal? (*tick all that apply*)

☐ Age      x Disability      ☐ Marriage & Civil Partnership      x Pregnancy/Maternity      x Race  
x Religion or Belief      x Gender      ☐ 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.

6. Describe the **likely positive or negative impact(s)** the policy/proposal could have on the groups identified in part 4

**Positive impact(s)**

**Negative impact(s)**

**Disability:-** Barrier to participation e.g. unable to attend meetings due to transport problems; information provided is not in suitable format.

**Pregnancy/Maternity:-** Unable to attend Meetings due to pregnancy or maternity related health issues.

**Race:-** People for whom English is not their first language.

**Religion or belief:-** Unable to attend Committee Meetings on certain days or at certain times.

**Gender:-** Unable to attend meetings or events due to caring responsibilities.

7. What **actions** are **required** to address the impacts arising from this assessment? *(This might include; collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).*

**Disability:-** Arrange transport to get the person to and from Meetings; provide information in the appropriate format; provide remote attendance via MS Teams; provide disability awareness training for staff to raise their awareness about individual needs; during recruitment process, identify any reasonable adjustments that we could introduce to remove barriers for the person; during annual 'Committee Chats' discuss what we and they can do to make sure they can develop and use their abilities.

**Pregnancy/Maternity:-** Provide remote attendance via MS Teams; provide childcare expenses (to enable the parent/carer to pay for a babysitter for their child/children for the time that they are on Association business); grant the person a Leave of Absence from the Committee and put in place 'keeping in touch' arrangements.

**Race:-** Take reasonable, practical, and proportionate measures to help the person understand our work, and our papers.

**Religion or belief:-** Try to arrange meetings and events on a date and at times that are suitable for the person.

**Gender:-** Provide remote attendance via MS Teams; provide care expenses (to enable the person to pay for a carer for persons they look after for the time that they are on Association business).

Signed: \_\_\_\_\_ (Job title): Director

Date the Equality Impact Assessment was completed: 19/2/2025