

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Adverse Weather Policy & Procedure	Is this a new policy / proposal or a revision?	Revision
Person(s) responsible for the assessment	Julie Roy		
1. Briefly describe the aims, objectives and purpose of the policy / proposal	The purpose of this policy is to communicate clear guidance to all staff of North View, to inform how they should respond to adverse weather in getting to the office.		
2. Who is intended to benefit from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>	Staff and service users		
3. What outcomes are wanted from this policy / proposal ? <i>(e.g. the benefits to customers)</i>	<ul style="list-style-type: none"> • ensuring the health, safety and welfare of employees in travelling to the office • ensuring that any disruption to the services that North View deliver are minimised • ensuring that staff are aware of what is expected of them during travelling to work in adverse weather 		

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

Age Disability Marriage & Civil Partnership Pregnancy/Maternity Race
 Religion or Belief 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
 We recognise that people with physical disabilities may find travel to and from the office particularly challenging during periods of severe weather or travel disruption.

Pregnancy/Maternity
 We recognise that those who are pregnant may find travel to and from the office challenging during periods of severe weather or travel disruption where travel times are longer.

Age
 We recognise that those under the age of 17 and those over the age of 70 may be more likely to rely on public transport in getting to and from the office. Public transport is particularly affected in Castlemilk during snow and icy weather.

		<p>Gender We recognise that certain genders may have more caregiving responsibilities that may affect their ability to travel to and from the office.</p>
<p>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></p>	<p>The policy and procedure include provision for those in the groups listed under section 6. Managers will consider the impacts on the groups above when agreeing on the appropriate action to take.</p>	

Signed:  (Job title): Corporate Services Officer

Date the Equality Impact Assessment was completed: 20/02/2025