

Equality Impact Assessment

NORTH VIEW Housing Association

North View is a registered charity – charity registration number SC032963

Name of the policy / proposal to be assessed	Tenancy Sustainment Policy	Is this a new policy / proposal or a revision?	New
Person(s) responsible for the assessment	Alison Main		
1. Briefly describe the aims, objectives and purpose of the policy / proposal	<p>The objectives of this Policy are to:</p> <ul style="list-style-type: none"> • Prevent eviction and homelessness; • Support financial stability; • Promote tenant well-being and independence; • Encourage positive tenant engagement; • Reduce anti-social behaviour and neighbour conflicts; • Supporting employment and education opportunities; • Ensuring safe and suitable housing. 		
2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	Tenants, housing applicants and staff.		
3. What outcomes are wanted from this policy / proposal ? (e.g. the benefits to customers)	<p>The outcomes wanted are to:</p> <ul style="list-style-type: none"> • Reduce eviction rates and homelessness; • Reduce financial losses caused by rent arrears and void turnover costs; • Strengthen the community by creating a stable, engaged neighbourhood. 		

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

☐ Age x Disability ☐ Marriage & Civil Partnership ☐ Pregnancy/Maternity x 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)
		<p>Any people for whom English is not their first language may require appropriate support to access all relevant information/services available to help them in their tenancy.</p> <p>Also, people with visual or hearing impairments and mental health conditions may also require appropriate support.</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>).	This Policy will ensure that appropriate support is available. This may include the translated Policy document and letters, access to translation services etc. The Policy states that 'all North View policies and publications can be made available on tape, in Braille, large print and community languages. For further details please contact us on 0141 634 0555 or email us on enquiries@nvha.org.uk '.	

Signed: _____ (Job title): Director

Date the Equality Impact Assessment was completed: 19th March 2025