

## North View Housing Association Equality Impact Assessment Tool



Name of the <b>policy / proposal</b> to be assessed	Scheme of Delegation	Is this a <b>new policy / proposal</b> or a revision?	New
Person(s) responsible for the assessment	Alison Main		
<b>1. Briefly describe the aims, objectives and purpose</b> of the policy / proposal	The aim of this Policy is to set out the delegation arrangements in place to support good governance.		
<b>2. Who is intended to benefit</b> from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>	The Policy is intended to benefit Management Committee members and staff.		
<b>3. What outcomes</b> are <b>wanted</b> from this policy / proposal ? <i>(e.g. the benefits to customers)</i>	The Policy outcome wanted is to ensure that Management Committee members and staff are clear about decision making arrangements.		
<b>4. Which protected characteristics</b> could be <b>affected</b> by the proposal? <i>(tick all that apply)</i> <div style="display: flex; flex-wrap: wrap; margin-top: 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 &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>			

<p><b>5.</b> If the policy / proposal is not relevant to any of the <b>protected characteristics</b> listed in part 4, state why and end the process here.</p> <p>We do not see this Policy as having any direct impact upon the protected characteristics contained within the Equality Act 2010.</p> <p>The Association will ensure that it responds to any specific needs to support Management Committee members and staff in their roles.</p>		
<p><b>6.</b> Describe the <b>likely positive or negative impact(s)</b> the policy / proposal could have on the groups identified in part 4</p>	<b>Positive impact(s)</b>	<b>Negative impact(s)</b>
<p><b>7.</b> 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></p>		

Signed: \_\_\_\_\_

Job title: Director

Date the Equality Impact Assessment was completed: 20<sup>th</sup> March 2025