

## North View Housing Association Equality Impact Assessment Tool



Name of the <b>policy / proposal</b> to be assessed	Equal Opportunities & Human Rights Policy	Is this a <b>new policy / proposal</b> or a revision?	Revision
Person(s) responsible for the assessment	Alison Main		
1. Briefly describe the <b>aims, objectives and purpose</b> of the policy / proposal		This policy describes how North View Housing Association (NVHA) will ensure equality of opportunity, by eliminating discrimination and providing fair treatment for everyone.	
2. <b>Who is intended to benefit</b> from the policy / proposal? ( <i>e.g. applicants, tenants, staff, contractors</i> )		The policy applies to all of NVHA services and activities, and will benefit, tenants, prospective tenants, service users, staff, committee and anyone who contacts NVHA from external companies and organisations.	
3. What <b>outcomes</b> are <b>wanted</b> from this policy / proposal ? ( <i>e.g. the benefits to customers</i> )		<p>This policy aims to support NVHA to promote an environment of respect, understanding, where diversity is encouraged and discrimination avoided. This commitment covers all areas of NVHA work both as an employer of staff and a landlord / provider of services.</p> <p>This means NVHA should adopt a consistent approach to promoting equality and diversity as an employer of staff throughout the entire employment relationship from the recruitment process to termination and references. Whilst as a landlord / provider of services, NVHA will strive to ensure it is fully accessible to everyone using their services i.e. prospective tenants, tenants, home owners, etc., and that equality of opportunity is provided for all.</p> <p>Other key outcomes are set out in NVHA's Equality Action Plan.</p>	

4. Which **protected characteristics** could be **affected** by the proposal? (*tick 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.

As this policy is intended to benefit all NVHA customers and staff it does not impact (positively or negatively) on any protected characteristic. The policy also aims to ensure that no-one connected with NVHA experiences discrimination and any instances will be dealt with in line with NVHA's policies and procedures.

6. Describe the <b>likely positive or negative impact(s)</b> the policy / proposal could have on the groups identified in part 4	Positive impact(s)	Negative impact(s)
7. 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> ).		

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

Date the Equality Impact Assessment was completed: 24/6/25