

## North View Housing Association Equality Impact Assessment Tool



<b>Name of the policy / proposal to be assessed</b>	Neonatal Care Leave & Pay Policy	<b>Is this a new policy / proposal or a revision?</b>	New
<b>Person(s) responsible for the assessment</b>	Alison Main		
<b>1. Briefly describe the aims, objectives and purpose of the policy / proposal</b>	The purpose of this policy is to set out the framework (including definitions, eligibility and procedures to follow) for any employees entitled to neonatal care leave (as introduced by the Neonatal Care (Leave and Pay) Act 2023).		
<b>2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)</b>	All staff.		
<b>3. What outcomes are wanted from this policy / proposal ? (e.g. the benefits to customers)</b>	The outcomes wanted are to provide parents with appropriate support when their baby requires neonatal care and to ensure compliance with the relevant legislation.		
<b>4. Which protected characteristics could be affected by the proposal? (select all that apply)</b> Age <input type="checkbox"/> Disability <input type="checkbox"/> Marriage & Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input type="checkbox"/> Race <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Gender <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Sexual Orientation <input type="checkbox"/>			

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.

**Age:**

The Policy is aimed at parents whose children spend a prolonged period in neonatal care so will benefit those employees falling into this group. There is no age criterion for this and all employee parents of neonatal children (with a stay of seven or more days) would be able to access the new entitlement.

**Disability:**

The Policy is designed to have a positive impact on all parents which find themselves in the position of their child being in neonatal care. The Policy is unlikely to create any barriers to equality in terms of an employee's disability.

**Gender:**

Both fathers/partners and mothers will benefit from having access to the entitlement, subject to meeting the other eligible criterion. In addition to this, mothers already have access to longer maternity leave while fathers/partners have shorter paternity leave so take-up could be higher among fathers/partners.

**Gender Reassignment:**

The Policy is unlikely to disproportionately negatively affect any group because of their sexual orientation or gender reassignment. Furthermore, the Policy is consistent with existing parental rights whereby biological parents, partners (including same-sex partners), adopters and parents in surrogacy arrangements are eligible for the leave and pay.

**Marriage and Civil Partnership:**

Not applicable – parents of newborns do not have to be in a marriage or civil partnership to qualify.

**Pregnancy and Maternity:**

The design of the Policy is to give parents an entitlement where their child has spent time in neonatal care and affected mothers will benefit from the entitlement. This also applies to any individual who would have the main responsibility for the child. The Policy directly supports pregnant women and new mothers.

**Race:**

All employees of all races with a child in neonatal care benefit from the Policy.

**Religion & Belief:**

The Policy is unlikely to create any barriers to equality in terms of an employee's religion or belief.

**Sexual Orientation:**

The Policy is unlikely to disproportionately negatively affect any group because of their sexual orientation.

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: 11/6/25