

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Dignity at Work Policy	Is this a new policy / proposal or a revision?	New Policy
Person(s) responsible for the assessment	Julie Roy		
1. Briefly describe the aims, objectives and purpose of the policy / proposal	<ul style="list-style-type: none"> • Set out standards of behaviour expected for employees, agency workers and consultants and contractors of North View. • Ensure that employees, agency workers and consultants and contractors are able to report any unacceptable behaviours, and relevant action is taken to resolve it. • Promote proactive and preventative measures to support positive and respectful working relationships. • Ensure integration of diversity into all aspects of North View business • Ensure that all employees, committee members, agency workers and consultants and contractors are treated with respect and dignity from each other. • Set clear guidelines and standards regarding treatment of employees by third parties. • Ensure that all employees, committee members, agency workers and consultants and contractors respect the differences within the community they serve and treat customers and members of the public accordingly • Provide a working environment where all backgrounds, cultures, values and lifestyles are respected and treated with dignity at all times. • Provide a process for complaints to be properly managed. 		
2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	Employees, committee members, agency workers and consultants and contractors of North View.		

3. What outcomes are wanted from this policy / proposal ? (<i>e.g. the benefits to customers</i>)	A respectful, inclusive and professional working environment free from any form of bullying, harassment, discrimination, victimisation, and any other forms of unacceptable behaviour.
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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.

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>Age To prevent bullying, harassment, discrimination, victimisation, and any other forms of unacceptable behaviour due to age this robust and detailed policy implements a zero-tolerance approach, setting out a clear process for raising and responding to complaints of such instances</p> <p>Disability To prevent bullying, harassment, discrimination, victimisation, and any other forms of unacceptable behaviour due to disability this robust and detailed policy</p>	N/A

implements a zero-tolerance approach, setting out a clear process for raising and responding to complaints of such instances

Pregnancy/Maternity

To prevent bullying, harassment, discrimination, victimisation, and any other forms of unacceptable behaviour due to pregnancy/maternity this robust and detailed policy implements a zero-tolerance approach, setting out a clear process for raising and responding to complaints of such instances

Race

To prevent bullying, harassment, discrimination, victimisation, and any other forms of unacceptable behaviour due to race this robust and detailed policy implements a zero-tolerance approach, setting out a clear process for raising and responding to complaints of such instances

Religion of Belief

To prevent bullying, harassment, discrimination, victimisation, and any other forms of unacceptable behaviour due to religion/belief this robust and detailed policy implements a zero-tolerance approach, setting out a clear

	<p>process for raising and responding to complaints of such instances</p> <p><i>Gender</i> To prevent bullying, harassment, discrimination, victimisation, and any other forms of unacceptable behaviour due to gender this robust and detailed policy implements a zero-tolerance approach, setting out a clear process for raising and responding to complaints of such instances</p> <p><i>Gender Reassignment</i> To prevent bullying, harassment, discrimination, victimisation, and any other forms of unacceptable behaviour due to gender reassignment this robust and detailed policy implements a zero-tolerance approach, setting out a clear process for raising and responding to complaints of such instances</p> <p><i>Sexual Orientation</i> To prevent bullying, harassment, discrimination, victimisation, and any other forms of unacceptable behaviour due to sexual orientation this robust and detailed policy implements a zero-tolerance approach, setting out a clear process for raising and responding to complaints of such instances</p>	
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	<p><i>Marriage and civil partnership</i></p> <p>To prevent bullying, harassment, discrimination, victimisation, and any other forms of unacceptable behaviour due to sexual orientation this robust and detailed policy implements a zero-tolerance approach, setting out a clear process for raising and responding to complaints of such instances</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>Ensure that employees, committee members, agency workers, and consultants and contractors are provided with a copy of the Dignity at Work Policy.</p>	

Signed:  (Job title): Corporate Services Officer

Date the Equality Impact Assessment was completed: 10/06/2025