

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Disaster Recovery & Business Continuity Policy	Is this a new policy / proposal or a revision?	New policy
Person(s) responsible for the assessment	Ady Tester, Maintenance Manager		
1. Briefly describe the aims, objectives and purpose of the policy / proposal	The aim of this Policy is to ensure that, in the event of a significant incident we have adequate procedures and resources in place to resume core business activities as soon as possible, with as little disruption as possible to the services we provide.		
2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	The Policy is intended to benefit tenants, residents and staff. It provides guidance to the Senior Management Team.		
3. What outcomes are wanted from this policy / proposal ? (e.g. the benefits to customers)	This Policy considers scenarios such as our office being destroyed, housing becoming uninhabitable, loss of critical IT systems and our gas contractor going out of business. It gives guidance to staff on how to proceed in such situations.		
4. Which protected characteristics could be affected by the proposal? (tick all that apply) <div style="display: flex; justify-content: space-around; align-items: center;"> <input type="checkbox"/> 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"/> Reassignment <input type="checkbox"/> Sexual Orientation </div>			

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.

The Policy has no adverse impact on any of the protected characteristics. The Policy applies to all tenants, residents who access the Association's services and staff.

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

Signed: Ady Tester, Maintenance Manager

Date the Equality Impact Assessment was completed: 13th November 2025