

## North View Housing Association Equality Impact Assessment Tool



<b>Name of the policy / proposal to be assessed</b>	Disaster Recovery & Business Continuity Policy	<b>Is this a new policy / proposal or a revision?</b>	New policy
<b>Person(s) responsible for the assessment</b>	Ady Tester, Maintenance Manager		
<b>1. Briefly describe the aims, objectives and purpose of the policy / proposal</b>	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.		
<b>2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)</b>	The Policy is intended to benefit tenants, residents and staff. It provides guidance to the Senior Management Team.		
<b>3. What outcomes are wanted from this policy / proposal ? (e.g. the benefits to customers)</b>	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.		
<b>4. Which protected characteristics could be affected by the proposal? (tick all that apply)</b>			
<div style="display: flex; flex-wrap: wrap; padding: 10px;"> <div style="width: 20%;"><input type="checkbox"/> Age</div> <div style="width: 20%;"><input type="checkbox"/> Disability</div> <div style="width: 20%;"><input type="checkbox"/> Marriage &amp; Civil Partnership</div> <div style="width: 20%;"><input type="checkbox"/> Pregnancy/Maternity</div> <div style="width: 20%;"><input type="checkbox"/> Race</div> <div style="width: 20%;"><input type="checkbox"/> Religion or Belief</div> <div style="width: 20%;"><input type="checkbox"/> Gender</div> <div style="width: 20%;"><input type="checkbox"/> Reassignment</div> <div style="width: 20%;"><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>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.</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: Ady Tester, Maintenance Manager

Date the Equality Impact Assessment was completed: 13<sup>th</sup> November 2025