

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Entitlements, Payments & Benefits Policy	Is this a new policy / proposal or a revision?	Revision
Person(s) responsible for the assessment	Alison Main		
1. Briefly describe the aims, objectives and purpose of the policy / proposal	This Policy sets out the entitlements, payments and benefits that the Association's people are able to receive. It also describes what is not permitted and the arrangements that we have in place to ensure that the requirements of this Policy are observed. It aims to ensure that North View upholds its reputation for integrity and accountability. Our Rules require the Association to have this Policy in place.		
2. Who is intended to benefit from the policy / proposal? (<i>e.g. applicants, tenants, staff, contractors</i>)	The Policy applies to all of the Association's employees and Management Committee members.		
3. What outcomes are wanted from this policy / proposal ? (<i>e.g. the benefits to customers</i>)	The intended outcomes are to ensure that no one benefits inappropriately from their connection to North View.		

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 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.
This Policy does not impact (positively or negatively) on any protected characteristic.

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

Signed: Alison Main Job title: Director

Date the Equality Impact Assessment was completed: 18th February 2026