

## North View Housing Association Equality Impact Assessment Tool



Name of the <b>policy / proposal</b> to be assessed	ABANDONMENT POLICY	Is this a <b>new policy / proposal or a revision?</b>	NEW
Person(s) responsible for the assessment	Yvonne Rooney (HOUSING MANAGER)		
<b>1. Briefly describe the aims, objectives and purpose</b> of the policy / proposal	<p>The primary aim is to identify, repossess and re-let abandoned properties as quickly as possible to ensure that we can maximise housing provision for those in need and minimise rent loss resulting from abandoned properties. The objectives to meet this aim are to:</p> <ul style="list-style-type: none"> <li>• Determine whether a property is abandoned and ensure that abandoned properties can be re-let quickly;</li> <li>• Maximise the opportunity for those in housing need to secure re-housing;</li> <li>• Minimise the time a property is unoccupied and minimise rent loss;</li> <li>• Reduce estate management problems arising from an unoccupied property;</li> <li>• Minimise the number of tenants abandoning properties by applying the Tenancy Sustainment Policy;</li> <li>• Maximise rental income through creating a sustainable and stable community;</li> <li>• Minimise tenancy breakdown and prevent homelessness through preventative measures, tenancy support and partnership working.</li> </ul>		
<b>2. Who is intended to benefit</b> from the policy / proposal? ( <i>e.g. applicants, tenants, staff, contractors</i> )	Tenants, housing applicants, service users, staff and the management committee.		
<b>3. What outcomes are wanted</b> from this policy / proposal ? ( <i>e.g. the benefits to customers</i> )	To ensure staff that staff carrying out abandonments do so in line with current legislation and adhering to robust procedures.		

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.

All protected characteristic groups are potential tenants, therefore the Policy is relevant to all characteristics.

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)
The policy is likely to have a positive effect on applicants applying to the Association by ensuring there are no empty properties.	Age: Older tenants and young tenants may be at greater risk of misclassification of abandonment due to hospital admission, care placement, temporary stays with family, or unstable housing circumstances  Disability: Tenants with physical disabilities, learning disabilities, mental health conditions, or fluctuating capacity may be disproportionately affected if they are temporarily absent due to hospitalisation, crisis admission, or support placement.  Race: Tenants whose first language is not English may misunderstand abandonment notices or fail to respond within required timescales.

		Pregnancy and Maternity: Temporary absence due to maternity-related hospital stays may be misinterpreted as abandonment.
<p><b>7. What actions are 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>	<p>Age Mitigation:</p> <ul style="list-style-type: none"> <li>• Clear investigation procedures before action is taken</li> <li>• Multiple attempts to contact tenant</li> <li>• Contact with next of kin (where known and consented)</li> <li>• Liaison with social work and support agencies</li> <li>• Extended timescales where vulnerability is identified</li> </ul> <p>Impact Level: Low (with mitigation in place)</p> <p>Disability Mitigation:</p> <ul style="list-style-type: none"> <li>• Reasonable adjustments in communication methods</li> <li>• Cross-checking with support providers</li> <li>• No action taken without full investigation</li> <li>• Staff training on vulnerability awareness</li> <li>• Clear record-keeping</li> </ul> <p>Impact Level: Medium (reduced to Low with mitigation)</p> <p>Race Mitigation:</p> <ul style="list-style-type: none"> <li>• Translation and interpretation services</li> <li>• Plain English communication</li> <li>• Clear explanation of rights and appeal process</li> </ul> <p>Impact Level: Low</p> <p>Pregnancy and Maternity</p> <ul style="list-style-type: none"> <li>• Verification steps before serving abandonment notices</li> <li>• Consideration of temporary absence circumstances</li> <li>• Engagement with family members where appropriate</li> </ul> <p>Impact Level: Low</p>	

Signed: \_\_\_\_\_ Yvonne Rooney \_\_\_\_\_ (Job title): Housing Manager

Date the Equality Impact Assessment was completed: 20/02/26