

North View Housing Association Equality Impact Assessment Tool



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| Name of the policy / proposal to be assessed | Expenses and Allowances for Committee Members | Is this a new policy / proposal or a revision? | Revision |
| Person(s) responsible for the assessment | Alison Main, Director | | |
| 1. Briefly describe the aims, objectives and purpose of the policy / proposal | The aim of this Policy is to set out the circumstances under which the Association will make expenses and allowances payments to Management Committee members while carrying out duties on behalf of the Association. | | |
| 2. Who is intended to benefit from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i> | The Policy is intended to benefit both staff and Management Committee members. | | |
| 3. What outcomes are wanted from this policy / proposal ? <i>(e.g. the benefits to customers)</i> | The outcome is to ensure that a clear framework is in place for the payment of expenses and allowances. | | |
| 4. Which protected characteristics could be affected by the proposal? <i>(tick all that apply)</i> | | | |
| <input type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Marriage & Civil Partnership <input checked="" 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 | | | |

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| <p>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.</p> | | |
| <p>6. Describe the likely positive or negative impact(s) the policy / proposal could have on the groups identified in part 4</p> | <p>Positive impact(s)</p> | <p>Negative impact(s)</p> |
| | | <p>Disability: Disabled committee members may incur higher expenses (for example, for accessible transport) to allow fair participation.</p> <p>Pregnancy & Maternity: Pregnant committee members or those with caring responsibilities may incur costs to allow participation.</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>Disability: The policy allows for actual expenses to be paid where a receipt is provided.</p> <p>Pregnancy & Maternity: The policy allows for actual expenses incurred to be paid where a receipt is provided. It also sets out the circumstances for childcare/carer expenses.</p> | |

Signed: Alison Main, Director

Date the Equality Impact Assessment was completed: 16th April 2026