

North View Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Employee Usage of (North View's) Information and Communication Technology	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 provide guidelines and set out the principles that govern the use of information and communication technology (ICT) facilities provided by North View Housing 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 staff.		
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 and expectations are set out for staff in relation to the use of the Association's ICT resources.		
4. Which protected characteristics could be affected by the proposal? <i>(tick all that apply)</i>			
<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			

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.

No adverse impacts have been identified. The Policy applies equally to all employees and does not disadvantage any protected characteristic.

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)

7. What **actions** are **required** to address the impacts arising from this assessment? (*This might include; collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts*).

Signed: Alison Main, Director

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