

Tollcross Housing Association Equality Impact Assessment



Name of the policy to be assessed	Transport Policy	Is this a new policy or a revision?	Revision
Person(s) responsible for the assessment	Anne Fitzsimons		
1. Briefly describe the aims, objectives and purpose of the policy / proposal	The policy document is intended to demonstrate Tollcross Housing Association's commitment to ensuring the health, safety and wellbeing of all staff when using company vehicles and outline our responsibilities as an employer and that of staff using company vehicles.		
2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	This policy document sets out the company vehicle arrangements for all Tollcross Housing Associations employees, including temporary staff.		
3. What outcomes are wanted from this policy / proposal ? (e.g. the benefits to customers)	It is the policy of the Association, as far as is reasonably practicable, to ensure that responsibilities for safety and health are assigned, accepted and fulfilled at all levels; that all practicable steps are taken to manage the health, safety and welfare of all employees and to conduct the business in such a way that the health and safety of staff using company vehicles is not put at risk.		
4. Which protected characteristics could be affected by the proposal? (tick all that apply) <input type="checkbox"/> Age <input type="checkbox"/> Marriage & Civil Partnership <input type="checkbox"/> Disability <input checked="" type="checkbox"/> Race <input type="checkbox"/> Pregnancy/Maternity <input type="checkbox"/> Gender <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Gender 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. We do not see this policy as having any direct impact upon the protected characteristics contained within the Equality Act 2010.			
6. Describe the likely impact(s) the policy / proposal could have on the groups identified in part 4	The ability to use the company pool car if disability requires a specific type of vehicle adapted for individual's needs. In addition, the user's ability to undertake checks on the vehicle.		

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<p>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).</p>	<p>Currently no employees have highlighted any issues with regard to accessibility and the use of the company vehicle. In the event that this is highlighted in future, all appropriate steps will be taken to ensure the individual's needs are met wherever possible to ensure accessibility and equal rights. No current action required.</p>
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Signed:  (Job title): Corporate Services Director
(Responsible for Policy Review)

Signed:  (Job title): Chief Executive Officer
(Peer Review Confirmation)

Date the Equality Impact Assessment was completed: 17/09/20

Please attach the completed document as an appendix to your proposal report