

# Tollcross Housing Association Equality Impact Assessment


Name of the policy to be assessed	Staff Training and Development Policy	Is this a new policy or a revision?	New
Person(s) responsible for the assessment	Anne Fitzsimons, Corporate Services Director		
1. Briefly describe the <b>aims, objectives and purpose</b> of the policy / proposal	The Association is committed to having well trained staff and ensuring there is every opportunity for ongoing training and development for all staff. Not only is the Association committed to providing training for specific jobs, but also to giving staff the opportunity to undertake training or courses of study that will lead to personal development to the benefit of the organisation.		
2. <b>Who is intended to benefit</b> from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	Staff		
3. What <b>outcomes are wanted</b> from this policy / proposal? (e.g. the benefits to customers)	All staff shall know what opportunities are available to them in terms of training and development and have confidence that the Association will support where appropriate.		
4. Which <b>protected characteristics</b> could be <b>affected</b> by the proposal? (tick all that apply)	<input type="checkbox"/> Age <input type="checkbox"/> Marriage & Civil Partnership <input type="checkbox"/> Disability <input 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 <b>protected characteristics</b> 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.		

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<p>6. Describe the likely 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: \_\_\_\_\_  
(Responsible for Policy Review)

(Job title): Corporate Services Director

Signed:   
(Peer Review Confirmation)

(Job title): Chief Executive Officer

Date the Equality Impact Assessment was completed: \_\_\_\_\_

31<sup>st</sup> January 2021

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