

# Tollcross Housing Association Equality Impact Assessment

Name of the policy to be assessed	Entitlements, Payments and Benefits Policy	Is this a new policy or a revision?	Revision
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	This policy describes the entitlements, payments and benefits that our people are able to receive. It also describes what is not permitted and the arrangements that we have in place to ensure that the requirements of this policy are observed.		
2. <b>Who is intended to benefit</b> from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	Staff, Committee, contractors, customers		
3. What <b>outcomes</b> are <b>wanted</b> from this policy / proposal ? (e.g. the benefits to customers)	To ensure Committee and staff understand the concept of 'perception' and manage their affairs relating to the Association following this policy. Customers can trust our processes are robust and we are open and transparent about our activities.		
<p>4. Which <b>protected characteristics</b> could be <b>affected</b> by the proposal? (tick all that apply)</p> <p> <input type="checkbox"/> Age      <input type="checkbox"/> Marriage &amp; 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         </p>			

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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

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: Anne Fitzsimons (Job title): Corporate Services Director  
(Responsible for Policy Review)

Signed: Clive Douglas (Job title): Clive Douglas, Chief Executive  
(Peer Review Confirmation)

Date the Equality Impact Assessment was completed: 13<sup>th</sup> May 2021

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



# Signature Certificate

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Document signed by:

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