

Tollcross Housing Association Equality Impact Assessment

Name of the policy to be assessed	Information Security 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 aims, objectives and purpose of the policy / proposal	<p>The purpose of this Policy is to:</p> <p>1.1.1 protect against potential breaches of confidentiality, integrity and availability;</p> <p>1.1.2 ensure all our information assets and IT facilities are protected against damage, loss or misuse;</p> <p>1.1.3 supplement our Data Protection Policy to ensure that all staff are aware of and comply with data protection legislation as part of their roles at our organisation; and</p> <p>1.1.4 increase awareness and understanding within the organisation of the requirements of information security and the responsibility of staff to protect the confidentiality and integrity of the personal information that they process as part of their roles.</p>		
2. Who is intended to benefit from the policy / proposal? (<i>e.g. applicants, tenants, staff, contractors</i>)	Staff, applicants, tenants, contractors, Committee		
3. What outcomes are wanted from this policy / proposal ? (<i>e.g. the benefits to customers</i>)	We want to ensure the safety of the personal data of all of our customers at all times and to ensure our staff and committee know how to achieve this.		
<p>4. Which protected characteristics could be affected by the proposal? (<i>tick all that apply</i>)</p> <p><input type="checkbox"/> Age <input type="checkbox"/> Marriage & Civil Partnership <input type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Pregnancy/Maternity</p> <p><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: Thomas Hastings (Job title): Tom Hastings, Finance Director
(Peer Review Confirmation)

Date the Equality Impact Assessment was completed: 29th April 2021

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

Signature Certificate

Document Ref.: PIPER-XZN8U-TC3DZ-8E3TC

Document signed by:

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