

# Tollcross Housing Association Equality Impact Assessment

Name of the policy to be assessed	Recruitment & Selection 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 aim of our Recruitment and Selection Policy is to ensure that we select the most suitable person for the job on the basis of their relevant merits and abilities and that no employee/job applicant is unfairly treated on any grounds		
2. <b>Who is intended to benefit</b> from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	Staff, Committee, employment applicants		
3. What <b>outcomes</b> are <b>wanted</b> from this policy / proposal ? (e.g. the benefits to customers)	To ensure staff and Committee understand how to recruit within appropriate guidelines and applicants feel they can trust the process.		
<b>4. Which protected characteristics could be affected by the proposal? (tick all that apply)</b> <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			
<b>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.</b>  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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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: *Aune 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: 3<sup>rd</sup> May 2021

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



# Signature Certificate

Document Ref.: FX9FS-EZQV3-REVQB-VFRGG

Document signed by:

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Document completed by all parties on:

11 May 2021 11:30:13 UTC

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