

# Tollcross Housing Association Equality Impact Assessment




Name of the policy to be assessed	Settlement Agreement Policy	Is this a new policy or a revision?	New
Person(s) responsible for the assessment	Anne Fitzsimons		
<p><b>1. Briefly describe the aims, objectives and purpose of the policy / proposal</b></p>	<p>The policy aims to ensure that where unique situations, that our other existing range of polices cannot directly provide for, we can ensure conditions contained within Settlement Agreements are restricted to those necessary to deal with the industrial relations, business challenge and employment law issues concerned. Our aim is to resolve disputes sensibly and thus minimise the use of Settlement Agreements.</p>		
<p><b>2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)</b></p>	<p>This Policy is intended to deal with local disputes and business challenge issues between employers and employees (or former employees) that may otherwise have had potential to reach an Employment Tribunal (or other court).</p>		
<p><b>3. What outcomes are wanted from this policy / proposal? (e.g. the benefits to customers)</b></p>	<p>The key outcomes of this policy are : Clear expectations on when to use Settlement Agreements Achieve value for money Bring matters to a mutually agreed conclusion when relationship have broken down between employee and employer</p>		
<p><b>4. Which protected characteristics could be affected by the proposal? (tick all that apply)</b></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>		
<p><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></p> <p>We do not see this policy as having any direct impact upon the protected characteristics contained within the Equality Act 2010. We will however be mindful in the way we select those unresolved disputes/business challenge issues to route via the Settlement Agreement method. We will also be mindful of the way in which we present this option to employees and the language we use when discussing any proposition with them. By extension we will avoid holding any assumptions as may be viewed to be discriminatory, and/or taking actions which in themselves could be perceived as victimising the employee(s) concerned.</p>			

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<p>6. Describe the <b>likely impact(s)</b> the policy / proposal could have on the groups identified in part 4</p>	
<p>7. What <b>actions</b> are <b>required</b> 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:  (Job title): Corporate Services Director

(Responsible for Policy Review)

Signed:  (Job title): Chief Exec

(Peer Review Confirmation)

Date the Equality Impact Assessment was completed: 12/08/19

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