

Tollcross Housing Association Equality Impact Assessment

Name of the policy to be assessed	Equality & Human Rights Policy	Is this a new policy or a revision?	Revision
Person(s) responsible for the assessment 1. Briefly describe the aims, objectives and purpose of the policy / proposal	Anne Fitzsimons The policy aims to ensure that all Tollcross employees and customers are treated with fairness and respect and not discriminated against on the grounds of sex, race, marriage and civil partnership, disability, age, religion or belief, gender reassignment, pregnancy and maternity and sexual orientation. These are the 9 protected characteristics defined in the Equality Act 2010.		
2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	This policy is intended to ensure that no person, group of persons or organisation who deal with the Association in any way or who requires a service, assistance or advice from the Association, or who is employed by (or serves) in any capacity by the Association ¹ , is treated less favourably than any other person, group of persons or organisation.		
3. What outcomes are wanted from this policy / proposal? (e.g. the benefits to customers)	The key outcomes of this policy are set out in our Equality and Human Rights action plan, whose key aims are: <ol style="list-style-type: none"> 1. Raise awareness of the Association's equal opportunities commitment 2. To develop an Equality Impact Assessment tool 3. Actively assist equality groups within the local community to benefit from its housing services 4. Ensure equality of opportunity and treatment for all people in relation to the employment of staff 5. Ensure that all staff and committee are aware of the Association's commitment to, and obligations in relation to, equality and human rights 6. Be mindful of its equalities commitments in relation to the procurement of contractors/consultants 7. Consider the 9 characteristics when reviewing requests for adaptations. 		

¹ This includes Committee members, contractors, consultants, agents and anyone attending in a voluntary capacity for work experience.

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4. Which **protected characteristics** could be **affected** by the proposal? (*tick all that apply*)

Age
 Marriage & Civil Partnership
 Disability
 Race
 Pregnancy/Maternity
 Gender
 Religion or Belief
 Gender Reassignment
 Sexual Orientation

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.

As this policy is intended to benefit all Tollcross customers and staff it does not impact (positively or negatively) on any protected characteristic. The policy also aims to ensure that no-one connected with Tollcross experiences discrimination and any instances will be dealt with in line with the Association's policies and procedures.

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: [Signature] (Job title): Corporate Services Director
 (Responsible for Policy Review)

Signed: [Signature] (Job title): CEO
 (Peer Review Confirmation)

Date the Equality Impact Assessment was completed: 18/11/19

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