

Tollcross Housing Association Equality Impact Assessment

Name of the policy to be assessed	Succession Planning 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 aims, objectives and purpose of the policy / proposal	To ensure we have a plan in place to work towards attracting and retaining new and effective Committee members and senior officer candidates.		
2. Who is intended to benefit from the policy / proposal? (<i>e.g. applicants, tenants, staff, contractors</i>)	Volunteers and Staff		
3. What outcomes are wanted from this policy / proposal ? (<i>e.g. the benefits to customers</i>)	To have well trained and knowledgeable Staff and Committee members who feel supported in seeking promotion (office bearer, more senior role)		
<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 <input type="checkbox"/> Gender <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Sexual Orientation </p>			
<p>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.</p> <p>We do not see this policy as having any direct impact upon the protected characteristics contained within the Equality Act 2010.</p>			

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

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

Date the Equality Impact Assessment was completed: 2nd June 2021

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

Signature Certificate

Document Ref.: UGQPS-AWFZR-A6ZYH-WMV4F

Document signed by:

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21 Jun 2021 10:55:03 UTC

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