

Tollcross Housing Association Equality Impact Assessment

Name of the policy to be assessed	Corporate Clothing	Is this a new policy or a revision?	Revision
Person(s) responsible for the assessment	Anne Fitzsimons		
1. Briefly describe the aims, objectives and purpose of the policy / proposal	<p>The safety of our employees whilst carrying out their role is of the utmost importance to the Association. In addition, the appearance of all staff is important in creating a professional image of Tollcross Housing Association. We believe that this is enhanced by a staff uniform. The purpose of this policy is therefore twofold:</p> <p>i) To detail those items of protective clothing and equipment which will be provided by the Association, for use by individuals in their roles; and</p> <p>ii) To outline the Association's policy in relation to the staff uniform and its usage.</p>		
2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	Staff, tenants, contractors & customers		
3. What outcomes are wanted from this policy / proposal ? (e.g. the benefits to customers)	<ul style="list-style-type: none"> • Professional image • Safety whilst on duty • Staff clearly identifiable 		
<p>4. Which protected characteristics could be affected by the proposal? (tick all that apply)</p> <p> <input type="checkbox"/> Age <input type="checkbox"/> Marriage & Civil Partnership <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Race <input checked="" type="checkbox"/> Pregnancy/Maternity <input type="checkbox"/> Gender <input checked="" type="checkbox"/> Religion or Belief <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Sexual Orientation </p>			

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<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>6. Describe the likely impact(s) the policy / proposal could have on the groups identified in part 4</p>	<p>Staff with certain disabilities and/or who are pregnant, may require non standard items not available through supplier. Religious beliefs may require staff members to ensure they are fully covered/wear additional headwear, etc., again which may not be standard items as per supplier.</p>
<p>7. What actions are required 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>	<p>The Association recognises and values the diversity of cultures, religions and disabilities of its staff and will take a sensitive approach when this affects dress and uniform requirements. Additional suppliers will be contacted as appropriate.</p>

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

Signed: Clive Douglas (Job title): Chief Executive
(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.: EPG2T-LBGKB-7AEGF-Y9XPU

Document signed by:

	Anne Fitzsimons Verified E-mail: anne.fitzsimons@tollcross-ha.org.uk	<i>Anne Fitzsimons</i>
IP: 195.224.0.146 Date: 12 May 2021 12:39:34 UTC		

	Clive Douglas Verified E-mail: clive@tollcross-ha.org.uk	<i>Clive Douglas</i>
IP: 195.224.0.146 Date: 19 May 2021 09:47:20 UTC		

Document completed by all parties on:
19 May 2021 09:47:20 UTC

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