

Rosehill Housing Co-operative Equality Impact Assessment

| | | | |
|----------------------------------|-------------------------------|----------------------------------|---------|
| Name of policy to be assessed | Equality and Diversity Policy | Is this a new policy or a review | Review |
| Person completing the assessment | Linda Chelton | Date of Assessment | 20.1.21 |

| | |
|--|---|
| 1. Briefly describe the aims, objectives and purpose of the policy | The purpose of this Policy is to ensure that our governing body, staff, tenants, other customers, contractors and anyone who has dealings with Rosehill are treated equally and fairly. |
| 2. Who is intended to benefit from the policy? (eg staff, applicants, tenants, staff, contractors) | Tenants, staff, governing body, contractors, prospective staff, applicants and the wider community |
| 3. What outcomes are wanted from this policy? (e.g. benefits to customers) | To be an Employer, Landlord, Service Provider, Factor and Partner which promotes and supports Equality and Diversity and delivers on associated objectives. |

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

Minority Ethnic : x
 Gender: X
 Disability: x
 Sexual Orientation: x
 Marriage/civil partnership: X

Age: x
 Religion/belief: x
 Transgender: x
 Maternity/Pregnancy: X

5. If the policy is not relevant to any of the protected characteristics listed in part 4. State why and end the process here.

N/A

| | Positive Impacts | Negative Impacts |
|---|--|------------------|
| <p>6. Describe the likely positive or negative impacts the policy could have on the groups identified in part 4</p> | <p>This policy exists to ensure that equality is achieved in all services provided to a customer, applicant, job applicant, employee, tenant and contractor. Ensuring that this policy is embedded throughout all other policy and process will positively impact on all people in a protected characteristic group.</p> | |

| | |
|--|--|
| <p>7. What actions are required to address the impacts arising from this assessment?</p> | <ol style="list-style-type: none">1. Ensure staff have adequate training about the policy2. Ensure that we have robust processes in place with equality and diversity embedded within them3. Make sure that we have robust information on support available in the area.4. Ensure that adequate information is collected from tenants, applicants (both for housing and employment) and employees around disabilities, vulnerabilities and support. |
|--|--|

Signed: Linda Chelton

Date: 20.1.21

Please attach the completed document as an appendix to the policy report.