



Equality & Diversity Impact Assessment (EIA)

The aim of the EIA is to consider the equality implications of a policy, practice, or service to prevent discrimination against people who are categorised as being disadvantaged or vulnerable within society (as listed in point 4) and to consider if there are ways to proactively advance equality.

Before completing this form, please refer to the supporting guidance document.

Where further guidance is needed, please contact CEO

Name of the policy/practice/service to be assessed	Group Policy for Recruitment of Board of Management Members	Is this a new policy/practice/service or a revision to an existing?	Revision to existing policy
<p>1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.</p>	<p>This policy aims to ensure that:</p> <ul style="list-style-type: none"> • arrangements are in place through which the Association will continue to benefit from a strong and appropriately committed, skilled and representative Board of Management • the routes through which individuals are recruited onto Board are clear and transparent 		

Appendix 6: Group Recruitment of Board of Management Members Policy EIA

<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>The policy is for anyone who wishes to be considered to join the Board of Management of the Association.</p>																					
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>To have a fair and transparent process for the recruitment of new Board Members.</p>																					
<p>4. Which protected characteristics could be affected by the policy, practice, or service?</p>	<p align="center"><i>(✓) tick all that apply</i></p> <table border="1" data-bbox="663 689 2112 1372"> <tr> <td data-bbox="663 689 1608 759">Age</td> <td data-bbox="1617 689 2112 759">✓</td> </tr> <tr> <td data-bbox="663 762 1608 833">Disability</td> <td data-bbox="1617 762 2112 833">✓</td> </tr> <tr> <td data-bbox="663 836 1608 906">Gender reassignment</td> <td data-bbox="1617 836 2112 906">✓</td> </tr> <tr> <td data-bbox="663 909 1608 979">Marriage/Civil Partnership</td> <td data-bbox="1617 909 2112 979">✓</td> </tr> <tr> <td data-bbox="663 983 1608 1053">Pregnancy/Maternity</td> <td data-bbox="1617 983 2112 1053">✓</td> </tr> <tr> <td data-bbox="663 1056 1608 1126">Race</td> <td data-bbox="1617 1056 2112 1126">✓</td> </tr> <tr> <td data-bbox="663 1129 1608 1200">Religion or belief</td> <td data-bbox="1617 1129 2112 1200">✓</td> </tr> <tr> <td data-bbox="663 1203 1608 1273">Sex</td> <td data-bbox="1617 1203 2112 1273">✓</td> </tr> <tr> <td data-bbox="663 1276 1608 1347">Sexual Orientation</td> <td data-bbox="1617 1276 2112 1347">✓</td> </tr> <tr> <td data-bbox="663 1350 1608 1372">Consider if you want to add any more e.g. ?</td> <td data-bbox="1617 1350 2112 1372"></td> </tr> </table>		Age	✓	Disability	✓	Gender reassignment	✓	Marriage/Civil Partnership	✓	Pregnancy/Maternity	✓	Race	✓	Religion or belief	✓	Sex	✓	Sexual Orientation	✓	Consider if you want to add any more e.g. ?	
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	<ul style="list-style-type: none"> • People with caring responsibilities 	✓
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5. If the policy, practice, or service is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.

6. Evidence Gathering and Engagement

a. What evidence has been used for this assessment? For example, national statistics.

The SHR’s Regulatory Framework.

b. Who have you engaged and consulted with as part of your assessment?

RSHA Board members were consulted.

7. Describe the **impact(s)** the policy, practice or service could have on the groups identified in part 4. Consider both positive and negative impacts.

There are various impacts the policy could have on the groups identified, including ability to attending meetings regularly if the member is a carer or if they have a disability that severely impacts their way of life.

<p>8. 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>	Issue	Action	Timescales

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<p>9. Decision</p> <p>Please record decision e.g.,</p> <ul style="list-style-type: none"> • No change/amend (see above) • Cease • Progress with risk (monitor and add to risk register?) 	<p>Amended</p>
<p>Signed</p>	
<p>Job title</p>	<p>Governance & Compliance officer</p>
<p>Date the EIA was completed</p>	<p>10 August 2023</p>
<p>Review date</p>	<p>August 2026</p>
<p>Date of any quality sample check</p>	

Please attach the completed document as an Appendix to your policy, practice, or service report