Equality Impact Assessment Form 1

Directorate	Resources		Team	Governance
Person(s) completing this form	Joanne Goodall, Governance Manager		Contact details	Joanne.goodall@rbh.org.uk 01706 273876 / 07929 827414
Others involved			Start date of this assessment	2 February 2022
Title of Policy, Strategy or Service Review being assessed.	Mutual Governance Excellence Framework		Date of implementation of Policy, Strategy or Service Review.	9 March 2022
Is this an existing Policy or Strategy	Existing ✓	New		
Brief description	Suite of Governance documents that underpin the mutual governance model and support the Model Rules			
Who will be affected by this Policy, Strategy or Service Review			Yes/No/Unsure	Comments – eg How they will be affected
	Customers (tenants, potential tenants)		**Yes**	As members of the Representative Body /Board Members of the Society
	Public (e.g. visitors, family members of tenants etc.)		**Yes**	Any family members who are also Members of the Society
	Employees		**Yes**	As members of the Representative Body /Board Members of the Society
Have Customers, Public or employees been involved in the development of this policy? If yes, please state who was involved and how?	Customers		**Yes**	Tenant Representatives on a Task and Finish Group
	Public		**No**	
	Employees		**Yes**	Employee Representatives on a Task and Finish Group
RBH policies are written to have due regard for the need to eliminate unlawful discrimination, promote equality of opportunity and provide good relations between people of diverse groups, in particular on the groups of the protected characteristics in the Equality Act 2010.				

Any other supporting information used: Eg; Any consultations you have undertaken. Any regulations or legislation that directly affect your document. Thematic links to other strategies or documents. Any research or audits you have undertaken – etc.
The Membership Strategy reports on equality and diversity of membership. The Annual Report and Accounts includes an Equality, Diversity and Inclusion statement which outlines RBH priorities and objectives. NHF Code of Governance – one of the nine principles is 'Diversity and Inclusion' – There is fairness and equality of opportunity and recognition of diversity in all aspects of the organisation's governance. Equality and Diversity considerations in Board and Committee Report template. Mandatory training on equality and diversity is included in the development plan for both Representative Body, Board and Committee Members.

Potential impacts of Policy / Strategy – Please include evidence / examples to support your decision if positive / negative					
Equality Group	**No Impact**	**Positive Impact – please outline**	**Negative impact – please outline**	**If a negative impact – what actions are in place to remove this impact? If "no impact" – are there actions which can be taken to make this a positive impact?**	**Timescales for completion**
Age	Low	Targeted development programme as part of election process to support potential Tenant Reps		Young people are currently under-represented in the governing bodies which will be considered in all future recruitment and election processes.	Annual as part of Election and Recruitment processes
Disability	None			Adjustments can be made to format any documents such as enlarging or paper copy if required. Accessibility of meeting venues – supported by providing different devices and extra screens where required. Taxis are available for travel to and from meetings. Consideration given to accessibility when booking any venues.	
Gender Reassignment	None			The MGEF does not specify that there has to be a specific gender for either Board Member or Representative Role – in the meetings and reports, reference is made to people in their role – suitable facilities are available at meeting sites.	
Marriage and Civil Partnership	None			The MGEF does not specify	

Pregnancy and Maternity	None			This would be considered a valid reason for absence for Representatives and Board and Committee Members.	
Race	None	Targeted development programme as part of election process to support potential Tenant Reps		Translator or interpreter available if English not first language. Programmes available on devices to translate. Rep Body approved single transferable vote in election process. Nominations Committee provided with equality data as part of Board Member recruitment process.	Annual as part of Election and Recruitment processes
Religion and Belief	None			Does not affect membership – religious days would be considered as valid absence if necessary. Religious holidays considered as part of agenda planning process. Would adjust as required including timing of meetings, option of refreshments available to suit religious or other beliefs Equality and Diversity questionnaire completed by new Rep Body and Board Members and any required adjustments advised.	
Sex/Gender	None			Does not affect membership of either the Board or Representative Body but would be included as part of the equality data provided to the Nominations Committee for NeD recruitment process	
Sexual Orientation	None			Nothing to preclude joining any of the governing bodies and Individuals are referred to by roles in reports.	
Other groups affected – please state. e.g. colleagues, carers, Homeless, low income	Carers -Both Board and Representative Body members can reclaim costs relating to child care and adult care responsibilities – there is express provision for this in the Expenses Procedure Both Representatives and Board Members are subject to a Code of Conduct – any individual verbalizing or displaying inappropriate behavior can be challenged – Code of Conduct and disciplinary procedure in place to deal with this.				
In relation to each group – are there any areas where you are unsure about the impact and more information is needed?					
Which Group	What other information do you need to complete the impact decision How will you gather this?				
	Not applicable.				