



Rural Stirling
Housing Association

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 [*INSERT*].

Name of the policy/practice/service to be assessed	Group Allocations Policy	Is this a new policy/practice/service or a revision to an existing?	The Policy is being updated
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<p>1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.</p>	<p>This policy enables applicants to apply for housing that suits their individual needs. It enables staff to allocate housing fairly and consistently based on housing needs priorities set by the Scottish Government.</p>															
<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Housing applicants.</p>															
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>To enable those in greatest housing need to be prioritised and allocated appropriate housing.</p>															
<p>4. Which protected characteristics could be affected by the policy, practice, or service?</p>	<p><i>(✓) tick all that apply</i></p> <table border="1" data-bbox="663 887 2114 1374"> <tr> <td data-bbox="663 887 1608 959">Age</td> <td data-bbox="1608 887 2114 959">✓</td> </tr> <tr> <td data-bbox="663 959 1608 1031">Disability</td> <td data-bbox="1608 959 2114 1031">✓</td> </tr> <tr> <td data-bbox="663 1031 1608 1102">Gender reassignment</td> <td data-bbox="1608 1031 2114 1102">✓</td> </tr> <tr> <td data-bbox="663 1102 1608 1174">Marriage/Civil Partnership</td> <td data-bbox="1608 1102 2114 1174">✓</td> </tr> <tr> <td data-bbox="663 1174 1608 1246">Pregnancy/Maternity</td> <td data-bbox="1608 1174 2114 1246">✓</td> </tr> <tr> <td data-bbox="663 1246 1608 1318">Race</td> <td data-bbox="1608 1246 2114 1318">✓</td> </tr> <tr> <td data-bbox="663 1318 1608 1374">Religion or belief</td> <td data-bbox="1608 1318 2114 1374">✓</td> </tr> </table>		Age	✓	Disability	✓	Gender reassignment	✓	Marriage/Civil Partnership	✓	Pregnancy/Maternity	✓	Race	✓	Religion or belief	✓
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Religion or belief	✓															

	Sex	✓
	Sexual Orientation	✓
	Consider if you want to add any more e.g. ? <ul style="list-style-type: none"> • People with caring responsibilities • Staff and tenants from lower socio-economic backgrounds 	

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.

The policy applies to all protected characteristics. Anybody over the age of 16 years with a legal recourse to public housing can apply to be housed.

6. Evidence Gathering and Engagement

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

The policy was renewed in 2019 following legislative changes and based on best practice.

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

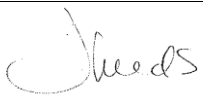
We have promoted the policy through our website, in our tenant's magazine and during consultation with tenants when the policy was renewed in 2019.

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.

The policy aims to ensure a fair, consistent, and objective approach is maintained when allocating housing. The policy enables a fair and consistent approach to all applicants. The wording of the policy is designed to be inclusive.

8. What **actions** are **required** to address the impacts arising from this assessment? *(This might include collecting*

Issue	Action	Timescales
<ul style="list-style-type: none"> • Training/refresher training. 	For new staff and as required.	From June 2022

<i>additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i>	<ul style="list-style-type: none"> Ensuring the policy is promoted to a diverse range of groups. 	Contact support groups specifically those for protected characteristics.	From June 2022
9. Decision Please record decision e.g., <ul style="list-style-type: none"> No change/amend (see above) Cease Progress with risk (monitor and add to risk register?) 	<ul style="list-style-type: none"> Amendments made to policy. 		
Signed			
Job title	Housing Services Manager		
Date the EIA was completed	1 st June 2022		
Review date	2025		
Date of any quality sample check	N/A		

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