



**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 CEO.

Name of the <b>policy/practice/service</b> to be assessed	Group Allocations Policy	Is this a <b>new policy/practice/service or a revision to an existing?</b>	Revision to existing policy.
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<p><b>1. Briefly describe the aims, objectives and purpose</b> 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><b>2. Who is intended to benefit</b> from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Housing Applicants</p>															
<p><b>3. What outcomes are wanted</b> 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><b>4. Which protected characteristics</b> could be <b>affected</b> by the policy, practice, or service?</p>	<p><i>(✓) tick all that apply</i></p> <table border="1" data-bbox="660 884 2114 1374"> <tr> <td data-bbox="660 884 1606 956">Age</td> <td data-bbox="1606 884 2114 956">✓</td> </tr> <tr> <td data-bbox="660 956 1606 1027">Disability</td> <td data-bbox="1606 956 2114 1027">✓</td> </tr> <tr> <td data-bbox="660 1027 1606 1099">Gender reassignment</td> <td data-bbox="1606 1027 2114 1099">✓</td> </tr> <tr> <td data-bbox="660 1099 1606 1171">Marriage/Civil Partnership</td> <td data-bbox="1606 1099 2114 1171">✓</td> </tr> <tr> <td data-bbox="660 1171 1606 1243">Pregnancy/Maternity</td> <td data-bbox="1606 1171 2114 1243">✓</td> </tr> <tr> <td data-bbox="660 1243 1606 1315">Race</td> <td data-bbox="1606 1243 2114 1315">✓</td> </tr> <tr> <td data-bbox="660 1315 1606 1374">Religion or belief</td> <td data-bbox="1606 1315 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	✓															

	<b>Sex</b>	✓
	<b>Sexual Orientation</b>	✓

**5. Are there any other groups or individuals who could be affected by the policy, practice, or service?**

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. 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.**

**7. 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.

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

People from all protected characteristic groups could apply for housing with Rural Stirling Housing Association. WE ensure on a corporate level that measures are put in place to mitigate any difficulties with applying for housing. i.e. all information is in both hard & electronic copy. We provide translation services, advertise that we are an LBGT friendly organisation.

	<b>Issue</b>	<b>Action</b>	<b>Timescales</b>
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<p><b>9. What actions are required</b> 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><b>10. Decision</b> Please record decision e.g.,</p> <ul style="list-style-type: none"> <li>• No change/amend (see above)</li> <li>• Cease</li> <li>• Progress with risk (monitor and add to risk register?)</li> </ul>	<p>No change.</p>		
Signed	J. Leeds		
Job title	Housing Services Manager		
Date the EIA was completed	03/06/2025		
Review date	June 2028		
Date of any quality sample check	N/A		

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