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 **policy/practice/service** to be assessed	Group Domestic Abuse Policy	Is this a **new policy/practice/service or a revision to an existing**?	Update to existing policy.
1. Briefly describe the **aims, objectives and purpose** of the policy, practice, or service.	This policy sets out how we will take steps to assist and support any person experiencing or threatened with domestic abuse, it applies to all customers including those living with our tenants. The purpose of the policy is to		

<table>
<tr><td></td><td>set out a consistent and fair process for dealing with domestic abuse. It enables tenants to be confident that their safety is our priority.</td></tr>
<tr><td>2. Who is intended to benefit from the policy, practice, or service? (e.g., applicants, tenants, staff, contractors)</td><td>Tenants and members of tenant’s households.</td></tr>
<tr><td>3. What outcomes are wanted from this policy, practice, or service? (e.g., the benefits to customers)</td><td>We aim to create a safe environment where victims of domestic abuse feel they can approach us, are encouraged to talk and are listened to, thus enabling them to make informed decisions about their lives and live more independently and are supported by us in this process.</td></tr>
<tr><td>4. Which protected characteristics could be affected by the policy, practice, or service?</td><td>(✓) tick all that apply
<table><tr><td>Age</td><td>✓</td></tr><tr><td>Disability</td><td>✓</td></tr><tr><td>Gender reassignment</td><td>✓</td></tr><tr><td>Marriage/Civil Partnership</td><td>✓</td></tr><tr><td>Pregnancy/Maternity</td><td>✓</td></tr><tr><td>Race</td><td>✓</td></tr><tr><td>Religion or belief</td><td>✓</td></tr><tr><td>Sex</td><td>✓</td></tr></table></td></tr>
</table>

	Sexual Orientation	✓

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

a. People with caring responsibilities, staff and tenants from lower socio-economic backgrounds?

The policy recognises the relationship between domestic abuse, caring responsibilities and financial hardship, and includes measures to support affected individuals through trauma-informed interventions, housing assistance, safeguarding arrangements, flexible tenancy management and access to specialist advice and support services. Appropriate staff training and support mechanisms are also included to assist staff in implementing the policy effectively.

b. Do the rights of children need to be considered in terms of the UN Convention on the Rights of the Child (UNCRC)?

In accordance with the UN Convention on the Rights of the Child, the Rural Stirling group recognises that children affected by domestic abuse are victims in their own right. The organisation will ensure that the safety, welfare, views and best interests of children are central to all decisions, interventions and support arrangements.

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 original Policy Statement was based on a recommended template promoted as part of the Make a Stand Campaign. The policy relates to the Domestic Abuse (Scotland) Act 2018, which criminalised psychological abuse and coercive control. The updated policy takes account of the Domestic Abuse (Protection) (Scotland) Act 2021 which introduces key housing measures for social landlords to apply to transfer tenancies away from perpetrators to survivors of domestic abuse.

<table>
<tr><td colspan="4">b. Who have you engaged and consulted with as part of your assessment?

We will promote and raise awareness of our policy through our website/Guide to Information, publications and through staff induction and training.</td></tr>
<tr><td colspan="4">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.

The policy aims to have a positive impact on people experiencing domestic abuse. Advice and support will be provided in a caring and non-judgemental way with the agreement of the individual concerned. Through implementation of the policy, we will support and assist people to understand options, including legal action to transfers tenancies, improve coordination and access to support agencies and other partners. The intention is to support and empower people in a way that will positively impact on their situation and enable informed choices to be made.

This policy is not designed to impact negatively on anyone.</td></tr>
<tr><td rowspan="3">9. What actions are required to address the impacts arising from this assessment? (This might include collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).</td><td>Issue</td><td>Action</td><td>Timescales</td></tr>
<tr><td>Risk of inconsistent application.</td><td>Ensure all staff have received training on the new housing rights.</td><td>ASAP</td></tr>
<tr><td>Tenants are unaware of the changes to legislation enabling social landlords to apply to transfer tenancies to survivors of domestic abuse.</td><td>Publicity in Rural Matters, website, and tenant’s events.</td><td>Ongoing.</td></tr>
<tr><td>10. Decision

Please record decision e.g.,

• No change/amend (see above)
• Cease
• Progress with risk (monitor and add to risk register?)</td><td colspan="3">Amend.</td></tr>
<tr><td>Signed</td><td colspan="3">J.Leeds</td></tr>
<tr><td>Job title</td><td colspan="3">Housing Services Manager</td></tr>
</table>

Date the EIA was completed	25/09/2026
Review date	September 2029
Date of any quality sample check	N/A

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