



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 DHPS

Name of the policy/practice/service to be assessed	Adaptations Policy and Procedure	Is this a new policy/practice/service or a revision to an existing?	Policy is being updated
<p>1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.</p>	<p>The Rural Stirling Group recognises that a number of its tenants will require adaptations to their homes in order to provide an enhanced quality of life and allow them to continue to live more comfortably in their homes for as long as possible.</p>		

Appendix 1: Adaptations Policy and Procedure EIA

	Adapted properties help to create stable, sustainable and inclusive communities. Adaptations make properties more accessible and usable for people to allow them to cope with advancing age, disability or caring responsibilities and thereby enable them to maximise their independence in their own home.															
<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	Customers who require an adaptation to a property to meet their needs.															
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	Sets a clear approach to carrying out Adaptations, from referral to completion of works.															
<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="660 874 2114 1362"> <tr> <td data-bbox="660 874 1606 944">Age</td> <td data-bbox="1606 874 2114 944">✓</td> </tr> <tr> <td data-bbox="660 944 1606 1015">Disability</td> <td data-bbox="1606 944 2114 1015">✓</td> </tr> <tr> <td data-bbox="660 1015 1606 1085">Gender reassignment</td> <td data-bbox="1606 1015 2114 1085"></td> </tr> <tr> <td data-bbox="660 1085 1606 1155">Marriage/Civil Partnership</td> <td data-bbox="1606 1085 2114 1155"></td> </tr> <tr> <td data-bbox="660 1155 1606 1225">Pregnancy/Maternity</td> <td data-bbox="1606 1155 2114 1225"></td> </tr> <tr> <td data-bbox="660 1225 1606 1295">Race</td> <td data-bbox="1606 1225 2114 1295"></td> </tr> <tr> <td data-bbox="660 1295 1606 1362">Religion or belief</td> <td data-bbox="1606 1295 2114 1362"></td> </tr> </table>		Age	✓	Disability	✓	Gender reassignment		Marriage/Civil Partnership		Pregnancy/Maternity		Race		Religion or belief	
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	Sex	
	Sexual Orientation	
	Consider if you want to add any more e.g. ?	

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.
 This policy applies to the protected characteristics identified above .

6. Evidence Gathering and Engagement


a. What evidence has been used for this assessment? For example, national statistics.
 No evidence was used. The policy statement sets out our approach to undertaking medical adaptations to properties. It only impacts on characteristics that have a direct physical connection. There is no relevant evidence that could be used for this assessment.

b. Who have you engaged and consulted with as part of your assessment?
 None

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 have positive impact on our people and to treat everyone fairly regardless of background by providing homes that meet tenant’s needs.
 This policy is not designed to impact negatively on anyone

8. What actions are required to address the impacts arising from this assessment? <i>(This might include collecting</i>	Issue	Action	Timescales
		None	

Appendix 1: Adaptations Policy and Procedure EIA

<p><i>additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i></p>			
<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>Procedural elements removed and a separate Adaptations procedure created for internal use.</p>		
<p>Signed</p>			
<p>Job title</p>	<p>Director of Housing and Property Services</p>		
<p>Date the EIA was completed</p>	<p>25/01/2023</p>		
<p>Review date</p>	<p>January 2026</p>		
<p>Date of any quality sample check</p>	<p>N/A</p>		

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