



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 Anti-Social Behaviour and Neighbour Nuisance Policy	Is this a new policy/practice/service or a revision to an existing?	The Policy is being updated
---	---	--	-----------------------------

<p>1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.</p>	<p>This policy puts in place measures to enable staff to investigate and deal with reports of anti-social behaviour and neighbour nuisance with a fair and consistent approach.</p>															
<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Tenants, tenant households, residents, and the local community.</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 tenants and residents to live within a peaceful, enjoyable environment and feel safe within their home. The Association recognises the detrimental impact that anti-social behaviour and neighbour nuisance can have upon individual residents and community wellbeing</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 1377"> <tr> <td data-bbox="663 887 1608 957">Age</td> <td data-bbox="1608 887 2114 957">✓</td> </tr> <tr> <td data-bbox="663 957 1608 1027">Disability</td> <td data-bbox="1608 957 2114 1027">✓</td> </tr> <tr> <td data-bbox="663 1027 1608 1098">Gender reassignment</td> <td data-bbox="1608 1027 2114 1098">✓</td> </tr> <tr> <td data-bbox="663 1098 1608 1168">Marriage/Civil Partnership</td> <td data-bbox="1608 1098 2114 1168">✓</td> </tr> <tr> <td data-bbox="663 1168 1608 1238">Pregnancy/Maternity</td> <td data-bbox="1608 1168 2114 1238">✓</td> </tr> <tr> <td data-bbox="663 1238 1608 1308">Race</td> <td data-bbox="1608 1238 2114 1308">✓</td> </tr> <tr> <td data-bbox="663 1308 1608 1377">Religion or belief</td> <td data-bbox="1608 1308 2114 1377">✓</td> </tr> </table>		Age	✓	Disability	✓	Gender reassignment	✓	Marriage/Civil Partnership	✓	Pregnancy/Maternity	✓	Race	✓	Religion or belief	✓
Age	✓															
Disability	✓															
Gender reassignment	✓															
Marriage/Civil Partnership	✓															
Pregnancy/Maternity	✓															
Race	✓															
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 	

<p>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.</p> <p>The policy applies to all protected characteristics. Anti-social behaviour takes place in communities and relates to all protected characteristics.</p>			
<p>6. Evidence Gathering and Engagement</p>			
<p>a. What evidence has been used for this assessment? For example, national statistics.</p> <p>The policy was renewed in 2019 and based on best practice.</p>			
<p>b. Who have you engaged and consulted with as part of your assessment?</p> <p>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.</p>			
<p>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.</p> <p>The policy aims to ensure a fair, consistent, and objective approach is maintained when dealing with reports of anti-social behaviour and neighbour nuisance. The policy makes it clear that harassment and hate crime for any reason will not be tolerated.</p>			
<p>8. What actions are required to address the impacts arising from this assessment? <i>(This might include collecting</i></p>	Issue	Action	Timescales
	<ul style="list-style-type: none"> • Training/refresher training. 	For new staff and as required.	From June 2022

<p><i>additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i></p>	<ul style="list-style-type: none"> Ensuring the policy continues to be promoted, specifically zero tolerance to harassment & hate crime. 	<p>Continue to promote in tenant's newsletter, website. Ensure the policy & zero tolerance to hate crime & harassment are promoted to new tenants.</p>	<p>From June 2022</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?) 	<ul style="list-style-type: none"> Amendments made to policy. 		
<p>Signed</p>			
<p>Job title</p>	<p>Housing Services Manager</p>		
<p>Date the EIA was completed</p>	<p>1st June 2022</p>		
<p>Review date</p>	<p>2025</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