



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	RSG Equality, Diversity and Human Rights Strategy and Policy.	Is this a new policy/practice/service or a revision to an existing?	New Strategy being introduced, and 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>The EDH Strategy and Policy aim to promote a culture and environment of respect and understanding, to encourage diversity and eliminate discrimination and provide equality of opportunity for all.</p>															
<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Applicants, tenants, governing body members, existing and potential employees, our wider communities and partners and others with whom we engage directly or indirectly with in the course of our work.</p>															
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>We want everyone with whom we work to be treated fairly and equally, with dignity and respect regardless of who they are, their circumstances or the background that they come from.</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="663 884 2110 1370"> <tr> <td data-bbox="663 884 1603 954">Age</td> <td data-bbox="1608 884 2110 954">✓</td> </tr> <tr> <td data-bbox="663 954 1603 1024">Disability</td> <td data-bbox="1608 954 2110 1024">✓</td> </tr> <tr> <td data-bbox="663 1024 1603 1094">Gender reassignment</td> <td data-bbox="1608 1024 2110 1094">✓</td> </tr> <tr> <td data-bbox="663 1094 1603 1165">Marriage/Civil Partnership</td> <td data-bbox="1608 1094 2110 1165">✓</td> </tr> <tr> <td data-bbox="663 1165 1603 1235">Pregnancy/Maternity</td> <td data-bbox="1608 1165 2110 1235">✓</td> </tr> <tr> <td data-bbox="663 1235 1603 1305">Race</td> <td data-bbox="1608 1235 2110 1305">✓</td> </tr> <tr> <td data-bbox="663 1305 1603 1370">Religion or belief</td> <td data-bbox="1608 1305 2110 1370">✓</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. ? <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.

6. Evidence Gathering and Engagement

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


We have used current evidence on equalities data held on our systems, evidence from our Equality, Diversity and Inclusion Audit carried out during 2021, Equalities Legislation and Regulatory Guidance.

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

We will promote and raise awareness of our strategy and policy through our website, Guide to Information and publications, our Annual Assurance Statement, staff induction and training.

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 Strategy and Policy are designed to have positive impacts for all groups and to improve our approach to Equality Diversity and Human Rights across all of our activities.

8. What actions are required 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>	Issue	Action	Timescales
	Equality Diversity and Human Rights Action Plan	We will develop our Equality Diversity and Human Rights Action Plan and report on this annually to our Board.	From March 2022
	Equality Data Collection Framework	We will develop our Equality Data Collection Framework and use the information to assist us to design and deliver our services.	From April 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?) 	We will introduce our new EDH Strategy and have amended and updated our EDH Policy in line with the audit recommendations and good practice.		
Signed			
Job title	CEO		
Date the EIA was completed	10 March 2022		
Review date	In line with the review schedule for the EDH Strategy and Policy.		
Date of any quality sample check	NA		

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