



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 Entitlements, Payments and Benefits Policy	Is this a new policy/practice/service or a revision to an existing?	Existing policy
<p>1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.</p>	<p>This policy is aimed at all Group governing body members and everyone who works for the Group, whether employed directly or otherwise. For the remainder of this policy these will be referred to as “our people.”</p>		

Appendix 1: Group Entitlements, Payments and Benefits Policy EIA

<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Governing body members and our people.</p>																			
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>This policy is based on the Scottish Federation of Housing Association’s (SFHA) Model Policy on Entitlements, Payments and Benefits, which has been endorsed by the Scottish Housing Regulator (SHR). This Policy is intended to be a practical document that supports us in meeting all of the above requirements, ensuring that none of our people benefit improperly or inappropriately from their involvement with us, but also that they are not unfairly disadvantaged. We expect our people to act in good faith, and in applying the terms of the policy we will always take this into account.</p>																			
<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="663 767 2114 1390"> <tr> <td data-bbox="663 767 1608 836">Age</td> <td data-bbox="1608 767 2114 836"></td> </tr> <tr> <td data-bbox="663 836 1608 904">Disability</td> <td data-bbox="1608 836 2114 904"></td> </tr> <tr> <td data-bbox="663 904 1608 973">Gender reassignment</td> <td data-bbox="1608 904 2114 973"></td> </tr> <tr> <td data-bbox="663 973 1608 1042">Marriage/Civil Partnership</td> <td data-bbox="1608 973 2114 1042"></td> </tr> <tr> <td data-bbox="663 1042 1608 1110">Pregnancy/Maternity</td> <td data-bbox="1608 1042 2114 1110"></td> </tr> <tr> <td data-bbox="663 1110 1608 1179">Race</td> <td align="center" data-bbox="1608 1110 2114 1179">✓</td> </tr> <tr> <td data-bbox="663 1179 1608 1248">Religion or belief</td> <td data-bbox="1608 1179 2114 1248"></td> </tr> <tr> <td data-bbox="663 1248 1608 1316">Sex</td> <td data-bbox="1608 1248 2114 1316"></td> </tr> <tr> <td data-bbox="663 1316 1608 1390">Sexual Orientation</td> <td data-bbox="1608 1316 2114 1390"></td> </tr> </table>		Age		Disability		Gender reassignment		Marriage/Civil Partnership		Pregnancy/Maternity		Race	✓	Religion or belief		Sex		Sexual Orientation	
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	Consider if you want to add any more e.g. ?	
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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.

No barriers or impacts have been identified. This policy should not discriminate against any of the protected characteristics however language may be a barrier where English is not the first language. All of our policies are available to our people in other languages where required.

6. Evidence Gathering and Engagement Not applicable


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

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

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.

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
	Language barrier	Document made available in other languages	As and when required

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<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>Proceed with updated policy</p>
<p>Signed</p>	
<p>Job title</p>	<p>Corporate Services Officer (Governance)</p>
<p>Date the EIA was completed</p>	<p>08/08/2024</p>
<p>Review date</p>	<p>August 2027</p>
<p>Date of any quality sample check</p>	

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