



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	Estate Management Policy	Is this a new policy/practice/service or a revision to an existing?	Revision to existing policy
<p>1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.</p>	<p>To ensure:</p> <ul style="list-style-type: none"> • Tenants live in well managed housing, and safe, tidy environments. • Tenants are aware of their responsibilities with regard to maintaining their homes and environment. • Tenants are aware of the Associations responsibilities. • The housing stock and surrounding environment are well maintained. • Tenants have the opportunity to feedback and participate in decision making about estate management. 		

Appendix 2: Group Estate Management Policy

<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Staff, tenants and other service users.</p>																			
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>To ensure a consistent, fair and up to date approach is taken for the management of the Associations homes and developments.</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="663 689 2116 1332"> <tr> <td data-bbox="663 689 1608 762">Age</td> <td data-bbox="1617 689 2116 762">✓</td> </tr> <tr> <td data-bbox="663 769 1608 842">Disability</td> <td data-bbox="1617 769 2116 842">✓</td> </tr> <tr> <td data-bbox="663 849 1608 922">Gender reassignment</td> <td data-bbox="1617 849 2116 922">✓</td> </tr> <tr> <td data-bbox="663 928 1608 1002">Marriage/Civil Partnership</td> <td data-bbox="1617 928 2116 1002">✓</td> </tr> <tr> <td data-bbox="663 1008 1608 1082">Pregnancy/Maternity</td> <td data-bbox="1617 1008 2116 1082">✓</td> </tr> <tr> <td data-bbox="663 1088 1608 1161">Race</td> <td data-bbox="1617 1088 2116 1161">✓</td> </tr> <tr> <td data-bbox="663 1168 1608 1241">Religion or belief</td> <td data-bbox="1617 1168 2116 1241">✓</td> </tr> <tr> <td data-bbox="663 1248 1608 1321">Sex</td> <td data-bbox="1617 1248 2116 1321">✓</td> </tr> <tr> <td data-bbox="663 1327 1608 1401">Sexual Orientation</td> <td data-bbox="1617 1327 2116 1401">✓</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. ? <ul style="list-style-type: none"> • People with caring responsibilities 	
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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.

6. Evidence Gathering and Engagement

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

No evidence was used. This policy is relevant to all tenants. It is designed to ensure consistency when managing homes, communal areas and surrounding developments and to encourage interaction with services users to ensure continued improvement. Interaction can be face to face, by telephone or digital communication. There is no readily available evidence for this assessment.

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


The policy was introduced in 2021, at which time a consultation exercise was carried out. As part of this review, two minor amendments have taken place. An article will be included in Rural Matters to make our people aware of this and give an opportunity for feedback.

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 is devised to ensure consistency, fairness and openness. Associated procedures ensure every opportunity for contact with our people is maximised to ensure all are aware of and have the opportunity to feedback about the policy.

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

Appendix 2: Group Estate Management Policy

<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>No change to the amendments/updates to the policy document.</p>		
<p>Signed</p>			
<p>Job title</p>	<p>Housing Services Manager</p>		
<p>Date the EIA was completed</p>	<p>16/05/2024</p>		
<p>Review date</p>	<p>May 2027</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