



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	Rent Policy	Is this a new policy/practice/service or a revision to an existing?	Review of existing
1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.	This policy sets out how rents will be determined on an annual basis.		

<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Tenants of the Rural Stirling Group</p>																	
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<ul style="list-style-type: none"> • To ensure that rents are set on a comparable basis for all the Group’s properties. • To ensure that rents are affordable for those whom we house in our target client groups. • To ensure that rents are in line with rents charged by other providers of similar properties. • To ensure that rental income is sufficient to meet the costs of delivering the service. 																	
<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="663 778 2114 1337"> <tr> <td data-bbox="663 778 1608 847">Age</td> <td data-bbox="1608 778 2114 847">✓</td> </tr> <tr> <td data-bbox="663 847 1608 916">Disability</td> <td data-bbox="1608 847 2114 916">✓</td> </tr> <tr> <td data-bbox="663 916 1608 984">Gender reassignment</td> <td data-bbox="1608 916 2114 984">✓</td> </tr> <tr> <td data-bbox="663 984 1608 1053">Marriage/Civil Partnership</td> <td data-bbox="1608 984 2114 1053">✓</td> </tr> <tr> <td data-bbox="663 1053 1608 1121">Pregnancy/Maternity</td> <td data-bbox="1608 1053 2114 1121">✓</td> </tr> <tr> <td data-bbox="663 1121 1608 1190">Race</td> <td data-bbox="1608 1121 2114 1190">✓</td> </tr> <tr> <td data-bbox="663 1190 1608 1259">Religion or belief</td> <td data-bbox="1608 1190 2114 1259">✓</td> </tr> <tr> <td data-bbox="663 1259 1608 1327">Sex</td> <td data-bbox="1608 1259 2114 1327">✓</td> </tr> </table>		Age	✓	Disability	✓	Gender reassignment	✓	Marriage/Civil Partnership	✓	Pregnancy/Maternity	✓	Race	✓	Religion or belief	✓	Sex	✓
Age	✓																	
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Race	✓																	
Religion or belief	✓																	
Sex	✓																	

	Sexual Orientation	<input checked="" type="checkbox"/>
	Consider if you want to add any more e.g. ?	

<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>6. Evidence Gathering and Engagement</p>			
<p>a. What evidence has been used for this assessment? For example, national statistics.</p>			
<p>b. Who have you engaged and consulted with as part of your assessment?</p> <p>The policy has minor updates which we do not consider to be material and no further consultation is required. Staff will be advised of the changes. Subject to Board approval we intend to review the Rent Policy more fully with independent expert support and advice during 2024/2025. We will engage our Governing Body and staff in this process and carry out tenant consultation as part of this exercise at the appropriate stage.</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 will have a positive impact on the groups identified as it will ensure rents are set at an affordable and fair level to reflect the home they are renting.</p>			
<p>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></p>	<p style="text-align: center;">Issue</p>	<p style="text-align: center;">Action</p>	<p style="text-align: center;">Timescales</p>
	<p>Comprehensive Rent Policy Review</p>	<p>Appoint independent consultants to review Rent Policy and carry out a tenant consultation exercise.</p>	<p>Quarter 1 2024/25</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>Amend</p>
<p>Signed</p>	<p>Craig Wood</p>
<p>Job title</p>	<p>Director of Housing and Property Services</p>
<p>Date the EIA was completed</p>	<p>26 July 2023</p>
<p>Review date</p>	<p>August 2024</p>
<p>Date of any quality sample check</p>	

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