



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 Sustainability Policy	Is this a new policy/practice/service or a revision to an existing?	Policy is being updated
1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.	This policy sets out our aim to provide, maintain and manage good quality affordable housing to sustain our rural communities. It also sets out our wish to promote a culture that focuses on the economic, social and environmental improvement of our homes in order to sustain the communities of today and tomorrow.		

<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Tenants, communities and partners who support the delivery of RSHA activities.</p>																					
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>Clear guidance on how the association will operate in a sustainable way, ensuring that the sustainable use of resources, energy and sustaining communities is a core part of our service delivery.</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="663 687 2114 1385"> <tr> <td data-bbox="663 687 1608 756">Age</td> <td data-bbox="1608 687 2114 756">✓</td> </tr> <tr> <td data-bbox="663 756 1608 825">Disability</td> <td data-bbox="1608 756 2114 825">✓</td> </tr> <tr> <td data-bbox="663 825 1608 893">Gender reassignment</td> <td data-bbox="1608 825 2114 893">✓</td> </tr> <tr> <td data-bbox="663 893 1608 962">Marriage/Civil Partnership</td> <td data-bbox="1608 893 2114 962">✓</td> </tr> <tr> <td data-bbox="663 962 1608 1031">Pregnancy/Maternity</td> <td data-bbox="1608 962 2114 1031">✓</td> </tr> <tr> <td data-bbox="663 1031 1608 1099">Race</td> <td data-bbox="1608 1031 2114 1099">✓</td> </tr> <tr> <td data-bbox="663 1099 1608 1168">Religion or belief</td> <td data-bbox="1608 1099 2114 1168">✓</td> </tr> <tr> <td data-bbox="663 1168 1608 1236">Sex</td> <td data-bbox="1608 1168 2114 1236">✓</td> </tr> <tr> <td data-bbox="663 1236 1608 1305">Sexual Orientation</td> <td data-bbox="1608 1236 2114 1305">✓</td> </tr> <tr> <td data-bbox="663 1305 1608 1385">Consider if you want to add any more e.g. ?</td> <td data-bbox="1608 1305 2114 1385"></td> </tr> </table>		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. ?	
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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.

This policy applies to all the protected characteristics. Ensuring a sustainable future relates to all areas of the community regardless of backgrounds covered under the protected characteristics.

6. Evidence Gathering and Engagement

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

The challenges related to the climate emergency and the pressure on resources is widely accepted as impacting on all groups and is the basis for this assessment.

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

None


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 aims to have positive impact on our people and to treat everyone fairly regardless of background.

This policy is not designed to impact negatively on anyone

8. What **actions** are **required** to address the impacts arising from this assessment? *(This might include collecting*

Issue	Action	Timescales
	None	

<i>additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i>			
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?) 	Amendments/updates made to the policy document.		
Signed			
Job title	Director of Housing and Property Services		
Date the EIA was completed	24/11/2022		
Review date	December 2027		
Date of any quality sample check	N/A		

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