



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 Ventilation and Fresh Air Policy	Is this a new policy/practice/service or a revision to an existing?	Existing
1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.	The aim of this policy is to ensure there is adequate ventilation in all premises owned by the Organisation either by natural means, mechanical means or through a combination of both.		

Appendix 7: Group Ventilation & Fresh Air 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>This policy is intended to benefit tenants so that they have a liveable and well-ventilated home.</p>																					
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>The primary outcome is for Tenant’s homes to be well ventilated. This will allow the highest air quality and management of moisture to be achieved.</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="663 689 2116 1378"> <tr> <td data-bbox="663 689 1608 759">Age</td> <td data-bbox="1617 689 2116 759">✓</td> </tr> <tr> <td data-bbox="663 762 1608 833">Disability</td> <td data-bbox="1617 762 2116 833">✓</td> </tr> <tr> <td data-bbox="663 836 1608 906">Gender reassignment</td> <td data-bbox="1617 836 2116 906">✓</td> </tr> <tr> <td data-bbox="663 909 1608 979">Marriage/Civil Partnership</td> <td data-bbox="1617 909 2116 979">✓</td> </tr> <tr> <td data-bbox="663 983 1608 1053">Pregnancy/Maternity</td> <td data-bbox="1617 983 2116 1053">✓</td> </tr> <tr> <td data-bbox="663 1056 1608 1126">Race</td> <td data-bbox="1617 1056 2116 1126">✓</td> </tr> <tr> <td data-bbox="663 1129 1608 1200">Religion or belief</td> <td data-bbox="1617 1129 2116 1200">✓</td> </tr> <tr> <td data-bbox="663 1203 1608 1273">Sex</td> <td data-bbox="1617 1203 2116 1273">✓</td> </tr> <tr> <td data-bbox="663 1276 1608 1347">Sexual Orientation</td> <td data-bbox="1617 1276 2116 1347">✓</td> </tr> <tr> <td data-bbox="663 1350 1608 1378">Consider if you want to add any more e.g. ?</td> <td data-bbox="1617 1350 2116 1378"></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.

6. Evidence Gathering and Engagement

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

The original Policy was informed by the Scottish Regulator Charter Outcomes and Standards as well as relevant guidance on requirements of Housing Associations in relation to the air quality of tenant’s homes.

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

We promote and raise awareness of our policy through our website/Guide to Information, publications, tenant information and through 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.**

We have a general duty to ensure that our tenants have a living environment that allows a healthy life. The Policy sets out the responsibilities for both the Association and Tenants to ensure this. This Policy will have a positive impact on all tenants as everyone benefits from having good air quality in their homes.

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


9. Decision

Please record decision e.g.,

- **No change/amend (see above)**

No Change

Appendix 7: Group Ventilation & Fresh Air Policy EIA

<ul style="list-style-type: none">• Cease• Progress with risk (monitor and add to risk register?)	
Signed	
Job title	Director of Housing and Property Services
Date the EIA was completed	23 rd November 2023
Review date	2026
Date of any quality sample check	NA

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