



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 Waste Management Policy	Is this a new policy/practice/service or a revision to an existing?	Existing
<p>1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.</p>	<p>The aim of this Policy is to ensure that all properties owned or managed by Rural Stirling Housing Association have adequate storage for refuse and recycling and that all tenants are made aware of their duties regarding waste management. Furthermore, this policy will ensure that all commercial waste produced by the Association is appropriately disposed of.</p>		

Appendix 8: Group Waste Management 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>The policy will benefit Tenants as well as the wider environment through appropriate management of commercial waste.</p>																					
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>Tenants are supported to be able to appropriately manage their refuse and recycling leading to an improved living environment for them and nearby residents. It is also intended to manage commercial waste by both the association and on development sites leading to waste being minimized and recycled where possible.</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="663 766 1608 836">Disability</td> <td data-bbox="1617 766 2116 836">✓</td> </tr> <tr> <td data-bbox="663 842 1608 912">Gender reassignment</td> <td data-bbox="1617 842 2116 912">✓</td> </tr> <tr> <td data-bbox="663 919 1608 989">Marriage/Civil Partnership</td> <td data-bbox="1617 919 2116 989">✓</td> </tr> <tr> <td data-bbox="663 995 1608 1066">Pregnancy/Maternity</td> <td data-bbox="1617 995 2116 1066">✓</td> </tr> <tr> <td data-bbox="663 1072 1608 1142">Race</td> <td data-bbox="1617 1072 2116 1142">✓</td> </tr> <tr> <td data-bbox="663 1149 1608 1219">Religion or belief</td> <td data-bbox="1617 1149 2116 1219">✓</td> </tr> <tr> <td data-bbox="663 1225 1608 1295">Sex</td> <td data-bbox="1617 1225 2116 1295">✓</td> </tr> <tr> <td data-bbox="663 1302 1608 1372">Sexual Orientation</td> <td data-bbox="1617 1302 2116 1372">✓</td> </tr> <tr> <td data-bbox="663 1378 1608 1385">Consider if you want to add any more e.g. ?</td> <td data-bbox="1617 1378 2116 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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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 security 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. 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 a clean and sanitary living environment and benefits from reduced waste and increased recycling.

8. What actions are required to address the impacts arising from this assessment? <i>(This might include collecting</i>	Issue	Action	Timescales

Appendix 8: Group Waste Management Policy EIA

<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?) 	No Change		
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