

CUNNINGHAME HOUSING ASSOCIATION LTD

EQUALITY IMPACT ASSESSMENT FORM

1. Information	
Document/Policy/ Strategy being created or updated	Equality, Diversity and Inclusion Policy
Purpose of creation or update / Executive Summary:	To demonstrate our commitment to equality, diversity and inclusion including: - Recognising and valuing diversity - Recognising and seeking to redress inequality and disadvantage
2. Protected Characteristics	
	Commentary on impact. Positive/neutral/negative as well as mitigations
Age	Policy is designed to provide a positive impact on all protected characteristics. Potential issue of access to complaints procedure for those with disabilities or who are older and less likely to have digital access.
Disability	
Gender identity/ reassignment	
Marriage/civil partnership	
Pregnancy/ maternity	
Religion or Belief	Mitigations – the complaints procedures associated with this have multiple ways to raise complaints and various accessible escalation routes with support (e.g. an employee can engage with a trade union or colleague to support them)
Race	
Sex/Gender	
Sexual Orientation	Financial Isolation may prevent someone from accessing and understanding the protections afforded to them through this policy. For customers/tenants the rights could be explained by the staff they have contact with.
Other	
3. Sign Off	
Lead Assessor:	Hannah Wallace
Co- Assessor:	Collette Smith, Callum Adam, Michael Youd
Date initiated:	24/03/2026

Consultation:	Consulted with other staff when assessing the policy on 24/03/2026		
Research:	Equality Act 2010, Scotland Act 1997, CIPD, ACAS for best practice		
Signature:	Hannah Wallace	Date:	24/03/2026