

CUNNINGHAME HOUSING ASSOCIATION LTD

EQUALITY IMPACT ASSESSMENT FORM

1. Information	
Document/Policy/ Strategy being created or updated	Fire Door Policy
Purpose of creation or update / Executive Summary:	This policy will provide a framework to support the approach to the inspection, maintenance and renewal of all fire resisting door sets within the Association's property portfolio.
2. Protected Characteristics	
	Commentary on impact. Positive/neutral/negative as well as mitigations
Age	<u>Neutral to positive</u> The policy applies equally to all tenants and residents regardless of age. It is intended to improve fire safety across the association's homes and communal areas which may have a positive impact on older tenants and children and households who are more vulnerable in that situation.
Disability	<u>Positive with Potentially negative impacts</u> if not handled sensitively. The policy is intended to improve fire safety for all tenants and residents and may have a positive impact on disabled people, including those with mobility, sensory, cognitive, or long-term health conditions who may be more vulnerable in the event of a fire. Inspections, maintenance, or replacement works could cause disruption or create temporary access issues for some disabled tenants. These risks should be managed through reasonable adjustments, flexible appointment arrangements, clear communication in accessible formats where required, and consideration of individual needs when planning works.
Gender identity/ reassignment	<u>Neutral</u> - the policy does not differentiate on the basis of gender identity.
Marriage/civil partnership	<u>Neutral</u> - no specific impacts identified.
Pregnancy/ maternity	Neutral to positive, with potential short-term disruption – The policy applies equally to all tenants and residents and does not differentiate on the basis of pregnancy or maternity. Improved fire safety may have a positive impact for pregnant tenants, new parents, and households with babies or young children. However, inspections, repairs or replacement works could cause temporary

	disruption, particularly where tenants are pregnant, recovering after birth, or caring for a young child. This should be managed through clear advance communication, flexible appointment times, sensitivity to individual circumstances, and ensuring that access routes remain safe during any works.		
Religion or Belief	<u>Neutral</u> - no adverse impact identified.		
Race	<u>Neutral</u> - No specific impacts identified.		
Sex/Gender	<u>Neutral</u> - no adverse impact identified. The fire door policy does not discriminate on the basis of sex.		
Sexual Orientation	<u>Neutral</u> - No specific impacts identified- no differential treatment based on sexual orientation is contained within the policy.		
Children's Rights	<u>Positive Impact</u> - the policy will improve fire safety within homes and communal areas, which will support the wellbeing and safety of children and young people living in or visiting Association properties.		
Other			
3. Sign Off			
Lead Assessor:	Linda Anderson		
Co- Assessor:	Callum Adam		
Date initiated:	21/07/26		
Consultation:	Consulted with other staff when drafting and assessing the policy		
Research:	Fire Safety (Scotland) Regulations 2006 Scottish Fire & Rescue Service guidance on fire doors		
Signature:	Linda Anderson	Date:	21/07/26