

CUNNINGHAME HOUSING ASSOCIATION LTD

EQUALITY IMPACT ASSESSMENT FORM

1. Information	
Document/Policy/ Strategy being created or updated	Fire Safety in Common Areas Policy
Purpose of creation or update / Executive Summary:	The purpose of this policy is to establish a comprehensive framework for managing fire safety within the common areas of properties overseen by Cunninghame Housing Association.
2. Protected Characteristics	
	Commentary on impact. Positive/neutral/negative as well as mitigations
Age	Positive overall/potential indirect negative The policy supports the safety of older people and children, who may have increased vulnerability during fire incidents, by maintaining clear escape routes and functional fire safety systems however, strict “no storage” rules in common areas may have an indirect impact on older residents who rely on items such as walking aids, trolleys or prams stored near entrances. Mitigations – Communicate storage rules clearly at sign-up and through ongoing awareness raising. Consider reasonable alternatives to safe storage solutions (e.g. internal flat storage guidance).
Disability	Positive overall/risk of indirect negative Clear escape routes, smoke vents and well-maintained fire doors significantly benefit disabled residents, particularly those with mobility, sensory or cognitive impairments. The prohibition on storing mobility scooters or other assistive devices in common areas could present challenges for some disabled residents if not managed sensitively. Mitigations – Apply reasonable adjustments on a case-by-case basis, in line with the Equality Act 2010. Engage with affected tenants before removal of essential mobility equipment and explore safe, practical alternatives.

Gender identity/ reassignment	Neutral The policy has no direct or indirect impact on people undergoing or who have undergone gender reassignment. Mitigations – Ensure all interactions with residents are respectful and non-discriminatory.
Marriage/civil partnership	Neutral The policy applies equally regardless of marital or partnership status.
Pregnancy/ maternity	Positive/potential indirect negative Keeping common areas clear benefits pregnant residents and families with young children by reducing trip hazards and ensuring safe evacuation routes. Temporary storage needs linked to maternity (e.g. prams, baby equipment) may conflict with the zero-tolerance storage policy. Mitigations – Provide early advice to expectant parents on storage rules and safe alternatives and apply a supportive, proportionate approach before removal of maternity-related items, with clear communication and reasonable timescales.
Religion or Belief	Neutral Fire safety requirements may affect religious items/decorations placed in common areas. The policy does not restrict religious practice within individual homes. Mitigations – Communicate the reasons for restrictions clearly and respectfully and allow residents time to remove items themselves where possible before enforcement action.
Race	Neutral The policy is applied consistently regardless of race or ethnicity. There is a risk of misunderstanding if English is not a tenant's first language. Mitigations – Provide key fire safety information in accessible formats and offer translation or interpretation support where

	needed and use plain language and visual aids in tenant communications.		
Sex/Gender	Neutral The policy applies equally to all genders and does not differentiate access to services or enforcement.		
Sexual Orientation	Neutral The policy has no differential impact on residents based on sexual orientation.		
Other	Socio-economic disadvantage – Disposal charges and recharging for removal of items could disproportionately affect lower-income households. Mitigations – Make tenants aware of rules early and clearly to prevent avoidable charges.		
3. Sign Off			
Lead Assessor:	Lauren Finnie, Health and Safety Officer		
Co- Assessor:	Carolann Rennie, Estates Officer		
Date initiated:	09/04/2026		
Consultation:	Consulted with staff when assessing the policy on 09/04/2026		
Research:	Fire (Scotland) Act 2005 Fire Safety (Scotland) Regulations 2006 Scottish Building Standards 2017 Health and Safety at Work etc. Act 1974 Scottish Housing Quality Standard 2015.		
Signature:	Lauren Finnie	Date:	29/04/2026