

CUNNINGHAME HOUSING ASSOCIATION LTD

EQUALITY IMPACT ASSESSMENT FORM

1. Information	
Document/Policy/ Strategy being created or updated	Mutual Exchange Policy
Purpose of creation or update / Executive Summary:	This Policy sets out Cunninghame Housing Associations approach to mutual exchanges included in Chapter 1 of the Housing (Scotland) Act 2001.
2. Protected Characteristics	
	Commentary on impact. Positive/neutral/negative as well as mitigations
Age	Positive overall/potential indirect negative The policy recognises that individuals under the age of 16 do not have legal tenancy rights, in accordance with current legislation. This will be clearly communicated, and appropriate guidance will be provided on a case-by-case basis.
Disability	Positive overall/potential indirect negative The policy recognises that mutual exchanges to adapted properties may be restricted. Where an exchange would result in a specifically adapted property being occupied by a tenant who does not require such accommodation, the application will be refused to make best use of the Associations adapted stock.
Gender identity/ reassignment	Neutral The policy applies equally to those undergoing or who have undergone gender reassignment.
Marriage/civil partnership	Neutral The policy applies equally regardless of marital or partnership status.
Pregnancy/ maternity	Neutral The policy applies equally to those who are pregnant or on maternity.
Religion or Belief	Neutral

	The policy applies equally to all religions/beliefs.		
Race	Neutral The policy applies equally to all races. There is a risk of misunderstanding if English is not a tenant's first language however, other formats/translation can be provided.		
Sex/Gender	Neutral The policy applies equally to all genders.		
Sexual Orientation	Neutral The policy applies equally to all sexual orientation.		
Children's Rights	Neutral The policy applies equally to all children in line with the general principles of the United Nations Convention on the Rights of the Child (UNCRC).		
Other	N/A		
3. Sign Off			
Lead Assessor:	Heather Craig, Area Team Manager		
Co- Assessor:			
Date initiated:	August 2026		
Consultation:	No consultation required as the review undertaken was part of the scheduled policy review process.		
Research:	Housing (Scotland) Act 2025		
Signature:	H.Craig	Date:	28/08/2026