

CUNNINGHAME HOUSING ASSOCIATION LTD

EQUALITY IMPACT ASSESSMENT FORM

1. Information	
Document/Policy/ Strategy being created or updated	Property Purchase & Sale Policy
Purpose of creation or update / Executive Summary:	The purpose of this policy is to introduce a framework which will guide decisions about the purchase or sale of private and affordable housing properties.
2. Protected Characteristics	
	Commentary on impact. Positive/neutral/negative as well as mitigations
Age	Positive impact overall where increased affordable housing supply may benefit older and younger applicants Potential negative impact where disposal of certain stock may reduce availability of suitable homes in certain areas. Mitigations- ensure alternative suitable accommodation and consultation with any affected tenants.
Disability	Positive impact where there is an opportunity to acquire adaptable or accessible homes. Indirect negative impact is where disposal or redevelopment could disproportionately affect disabled tenants requiring adapted properties. Mitigations- accessibility needs assessment required; retain adapted stock where possible; provide reasonable adjustments.
Gender identity/ reassignment	Neutral- the policy has no direct or indirect impact on people undergoing or who have undergone gender reassignment. Important to note that staff equality training is essential.
Marriage/civil partnership	Neutral- the policy applies equally regardless of marital or partnership status.
Pregnancy/ maternity	Positive impact where a stable housing supply benefits families and pregnant applicants. Potential negative impact if relocation is required and there is temporary disturbance. Mitigations- prioritise support and flexible arrangements.
Religion or Belief	Neutral- the policy applies equally regardless of religion or belief

Race		Potential negative impact- communication barriers may affect engagement with purchase/disposal proposals. Mitigations- translation and interpretation services can be provided.	
Sex/Gender		Neutral- the policy applies equally to all genders	
Sexual Orientation		Neutral- the policy has no differential impact on residents based on sexual orientation.	
Other			
3. Sign Off			
Lead Assessor:		Linda Anderson	
Co- Assessor:		Callum Adam	
Date initiated:		14 th May 2026	
Consultation:	Consulted with colleagues when devising the policy prior to submission to Board.		
Research:	Equality Act 2010 Human Right Act 1998 Scottish Social Housing Charter		
Signature:		Linda Anderson	Date: 14/05/2026