

## CUNNINGHAME HOUSING ASSOCIATION LTD

### EQUALITY IMPACT ASSESSMENT FORM

| 1. Information                                     |                                                                                  |                                                                                                                                                                                                                                                                                                                                                                              |            |
|----------------------------------------------------|----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| Document/Policy/ Strategy being created or updated |                                                                                  | Repairs and Maintenance Policy                                                                                                                                                                                                                                                                                                                                               |            |
| Purpose of creation or update / Executive Summary: |                                                                                  | Sets out the approach to delivering its repairs and maintenance service within both domestic and commercial premises.                                                                                                                                                                                                                                                        |            |
| 2. Protected Characteristics                       |                                                                                  |                                                                                                                                                                                                                                                                                                                                                                              |            |
|                                                    |                                                                                  | Commentary on impact. Positive/neutral/negative as well as mitigations                                                                                                                                                                                                                                                                                                       |            |
| Age                                                |                                                                                  | Neutral on Age, Gender Identity, Marriage, Pregnancy, Sex Disability – Potentially reduced options for reporting Religion – Male working in property with female tenant (Muslim tenant), Religious Holidays, Awareness of cultural practices (eg. Prayer time)<br><br>Mitigations – Multiple ways to report, Health and Safety requirements may overwrite some of the above. |            |
| Disability                                         |                                                                                  |                                                                                                                                                                                                                                                                                                                                                                              |            |
| Gender identity/ reassignment                      |                                                                                  |                                                                                                                                                                                                                                                                                                                                                                              |            |
| Marriage/civil partnership                         |                                                                                  |                                                                                                                                                                                                                                                                                                                                                                              |            |
| Pregnancy/ maternity                               |                                                                                  |                                                                                                                                                                                                                                                                                                                                                                              |            |
| Religion or Belief                                 |                                                                                  |                                                                                                                                                                                                                                                                                                                                                                              |            |
| Race                                               |                                                                                  |                                                                                                                                                                                                                                                                                                                                                                              |            |
| Sex/Gender                                         |                                                                                  |                                                                                                                                                                                                                                                                                                                                                                              |            |
| Sexual Orientation                                 |                                                                                  |                                                                                                                                                                                                                                                                                                                                                                              |            |
| Other                                              |                                                                                  | Geographical location – Longer response times                                                                                                                                                                                                                                                                                                                                |            |
| 3. Sign Off                                        |                                                                                  |                                                                                                                                                                                                                                                                                                                                                                              |            |
| Lead Assessor:                                     |                                                                                  | Callum Adam                                                                                                                                                                                                                                                                                                                                                                  |            |
| Co- Assessor:                                      |                                                                                  | Hannah Wallace, Collette Smith                                                                                                                                                                                                                                                                                                                                               |            |
| Date initiated:                                    |                                                                                  | 24/03/2026                                                                                                                                                                                                                                                                                                                                                                   |            |
| Consultation:                                      | Consulted with other staff when assessing the policy on 24/03/2026               |                                                                                                                                                                                                                                                                                                                                                                              |            |
| Research:                                          | Regulator Requirements, Timescales at other RSLs, Health and Safety Legislation. |                                                                                                                                                                                                                                                                                                                                                                              |            |
| Signature:                                         | Callum Adam                                                                      | Date:                                                                                                                                                                                                                                                                                                                                                                        | 24/03/2026 |

