

CUNNINGHAME HOUSING ASSOCIATION LTD

EQUALITY IMPACT ASSESSMENT FORM

1. Information	
Document/Policy/ Strategy being created or updated	Tenancy Sustainment Policy (PSH022)
Purpose of creation or update / Executive Summary:	The Tenancy Sustainment Policy sets out Cunninghame Housing Association's approach to supporting tenants to successfully manage and sustain their tenancies, prevent homelessness, identify and assist vulnerable tenants, and promote stable and sustainable communities. The policy outlines the support available through direct assistance, referrals and partnership working with external agencies.
2. Protected Characteristics	
	Commentary on impact. Positive/neutral/negative as well as mitigations
Age	Age - Positive Impact The policy supports tenants of all ages by identifying support needs at the pre-tenancy stage and providing appropriate assistance to sustain tenancies. Younger tenants establishing their first tenancy and older tenants experiencing vulnerabilities may particularly benefit from early intervention and support services. No negative impact identified.
Disability	
Gender identity/ reassignment	
Marriage/civil partnership	
Pregnancy/ maternity	
Religion or Belief	Disability - Positive Impact The policy specifically recognises disability and support needs, including existing care and support arrangements. It promotes identification of support requirements, referrals to specialist agencies, accessible communication and partnership working to help disabled tenants sustain their tenancies. No negative impact identified.
Race	
Sex/Gender	
Sexual Orientation	
	Gender Identity/Reassignment - Neutral to Positive Impact The policy applies equally to all tenants regardless of gender identity or reassignment status. Support is provided based on individual circumstances and housing needs. No barriers or adverse impacts have been identified.
	Marriage/Civil Partnership - Neutral Impact The policy applies equally irrespective of marital or civil partnership status. Decisions are based on tenancy sustainment needs and individual circumstances. No adverse impacts identified.
	Pregnancy/Maternity - Positive Impact The policy may benefit pregnant tenants and new parents through early identification of support needs, tenancy assistance and referrals to relevant

		support services where required. This can help reduce housing instability during significant life changes. Religion or Belief - Neutral to Positive Impact The policy is designed to provide fair and equitable access to support services regardless of religion or belief. Support is tailored to individual needs and delivered in accordance with the Association's Equal Opportunities commitments. Race - Positive Impact The policy recognises communication needs, including English as a second language, and seeks to ensure access to support services for all tenants. This may positively impact tenants from minority ethnic communities by reducing barriers to tenancy sustainment. Sex/Gender - Neutral to Positive Impact The policy applies equally to all genders and includes support mechanisms for tenants experiencing circumstances that place their tenancy at risk. The policy also recognises that issues such as domestic abuse may contribute to tenancy loss. Sexual Orientation - Neutral Impact The policy does not differentiate based on sexual orientation and aims to ensure fair access to services and support. No adverse impacts identified.	
Other		Other - Positive Impact The policy supports individuals experiencing vulnerability due to financial hardship, mental health issues, literacy difficulties, language barriers, homelessness risk, or other social factors. Through partnership working and signposting to specialist agencies, the policy aims to remove barriers and improve tenancy outcomes.	
3. Sign Off			
Lead Assessor:		Sharon Mather	
Co- Assessor:		Jennifer McCann	
Date initiated:		24 August 2026	
Consultation:	Review undertaken as part of the scheduled policy review process. Consideration given to the Association's Equal Opportunities Policy, Scottish Social Housing Charter requirements, tenancy sustainment performance information and existing tenancy support practices.		
Research:	Review of Tenancy Sustainment Policy (PSH022), Equality Act 2010 considerations, Scottish Social Housing Charter outcomes relating to Equalities and Tenancy Sustainment.		
Signature:			Date: