

Rosehill Housing Association Equality Impact Assessment

Name of policy to be assessed	Disciplinary Policy	Is this a new policy or a review	Review
Person completing the assessment	Aileen Innes	Date of Assessment	17/03/2026

1. Briefly describe the aims, objectives and purpose of the policy	The Disciplinary Policy sets out how the organisation manages allegations of misconduct in a fair, transparent, and consistent manner. The aim is to ensure disciplinary processes are applied objectively, supporting good standards of behaviour while protecting the rights and dignity of all employees.
2. Who is intended to benefit from the policy? (eg staff, applicants, tenants, staff, contractors)	Staff
3. What outcomes are wanted from this policy? (e.g. benefits to customers)	To correct unacceptable behaviour, conduct etc.

4. Which protected characteristics could be affected by the policy (tick all that apply)

Minority Ethnic :

Gender:

Disability:

Sexual Orientation:

Marriage/civil partnership:

Age:

Religion/belief:

Transgender:

Maternity/Pregnancy:

5. If the policy is not relevant to any of the protected characteristics listed in part 4. State why and end the process here.

6. Describe the likely positive or negative impacts the policy could have on the groups identified in part 4

Positive
Impacts

Negative Impacts

4.1 Age – Potential risks of disproportionate representation. Mitigation: ongoing monitoring.
4.2 Disability – Risks related to reasonable adjustments. Mitigation: accessible formats and adjustments.
4.3 Race / Ethnicity – Risk of unconscious bias. Mitigation: equalities training.
4.4 Sex / Gender – Caring responsibility concerns. Mitigation: review before action.
4.5 Pregnancy & Maternity – Health-related concerns. review before action.
4.6 Religion or Belief – Misunderstanding religious practices. Mitigation: check religious obligations.
4.7 Sexual Orientation / Gender Identity – Confidentiality concerns. Mitigation: neutral investigators.
4.8 Marriage & Civil Partnership – No specific risks identified.

7. What actions are required to address the impacts arising from this assessment?	Provide equalities training refresher. Audit disciplinary outcomes. Develop guidance on reasonable adjustments.
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Signed:

Date:

Please attach the completed document as an appendix to the policy report.