

Rosehill Housing Co-operative Equality Impact Assessment

Name of policy to be assessed	Mutual Exchange Policy	Is this a new policy or a review	Review
Person completing the assessment	Sharon Buchanan	Date of Assessment	22.03.2022

1. Briefly describe the aims, objectives and purpose of the policy	The purpose of this policy is to clearly set out the qualifying criteria for tenants wishing to carry out a mutual exchange. In doing so we recognise the importance of providing tenants with a range of housing options to meet their needs.
2. Who is intended to benefit from the policy? (eg staff, applicants, tenants, staff, contractors)	This policy is intended to benefit tenants including those with lower levels of housing need. And does not impact positively or negatively on any protected characteristic.
3. What outcomes are wanted from this policy? (e.g. benefits to customers)	Compliance with legislation

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

Minority Ethnic : X
 Gender:
 Disability: X
 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

Disability/Minority Ethnic

The policy requires the request for Mutual Exchanges to be made in writing. This may prove problematic for anyone with a learning disability/physical disability or who English is not their first language. Need to ensure that the procedures have a mechanism in place to assist with lodging a request in these circumstances.

7. What actions are required to address the impacts arising from this assessment?	1. Have a procedure for assisting people with notifications and written requests if written English is problematic
---	--

Signed: 

Date: 22/03/2022

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