

Rosehill Housing Association Equality Impact Assessment

Name of policy to be assessed	Shared Parental Leave	Is this a new policy or a review	Review
Person completing the assessment	Aileen Innes	Date of Assessment	23/09/2026

1. Briefly describe the aims, objectives and purpose of the policy	The Shared Parental Leave Policy enables eligible employees to share up to 50 weeks of leave and up to 37 weeks of statutory pay following the birth or adoption of a child. The policy aims to support working parents, promote work-life balance, and provide flexibility for families in determining childcare arrangements.
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)	The Shared Parental Leave Policy is expected to have an overall positive impact on equality by supporting family-friendly working practices, promoting gender equality in childcare responsibilities, and providing flexibility for a diverse range of family circumstances.

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

ALL

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

Age - The policy is available regardless of age, provided eligibility criteria are met. Younger and older parents benefit equally from greater flexibility in childcare arrangements.

Disability - Disabled employees or employees caring for a disabled partner may benefit from increased flexibility. Information should be provided in accessible formats where required.

Negative Impacts

Accessibility of Information - Employees with disabilities or communication needs may face barriers if guidance is not available in accessible formats.

	Gender Reassignment - The policy applies equally to eligible transgender employees who meet statutory requirements. Inclusive language should be used throughout the policy. Marriage and Civil Partnership - Eligible spouses, civil partners, and partners sharing responsibility for a child can access the scheme, supporting family life regardless of marital status. Pregnancy and Maternity - The policy provides additional choices for mothers regarding return-to-work arrangements and enables sharing of childcare responsibilities. Care should be taken to ensure maternity rights are not inadvertently disadvantaged. Religion or Belief - No adverse impact identified. The policy accommodates different cultural and religious family structures where statutory eligibility is met. Sex - The policy promotes greater equality between men and women by encouraging shared childcare responsibilities and reducing traditional	
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	gender stereotypes relating to caring roles. Sexual Orientation - The policy supports eligible same-sex couples equally and promotes inclusion across all family types.	Low uptake among fathers/partners - Cultural perceptions or financial considerations may discourage take-up. Employees may feel concerned about career progression or workplace attitudes.
7. What actions are required to address the impacts arising from this assessment?	Provide clear guidance and training for managers on administering Shared Parental Leave fairly. Make policy documents available in accessible formats upon request. Promote the policy through induction, staff communications, and family-friendly working information. Encourage a supportive workplace culture that normalises the use of family-friendly policies by all genders. Monitor uptake rates by gender and other available equality data to identify any disparities. Ensure all policy wording is inclusive and reflects different family structures.	

Signed: 

Date: 23/09/2026

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