

Rosehill Housing Association Equality Impact Assessment

Name of policy to be assessed	Staff Performance and Training Review	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	Provide a clear and consistent framework for assessing staff performance. Ensure training and development opportunities are equitable and inclusive. Promote professional development. Support fair decision-making regarding progression, development, and support needs.
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)	

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

Gender: Ensure equal access to training and flexibility in reviews for those with caring responsibilities.

Age: The policy should ensure that older and younger employees have equal access to development opportunities.

Disability: Adjustments may be required during reviews or training. The policy should allow flexibility, accessible formats, and reasonable adjustments.

Negative Impacts

- Limited accessibility of training materials → Mitigation: Provide alternative formats and accessible e-learning.
- Unequal access to development opportunities → Mitigation: Monitor uptake across protected characteristics.
- Risks for employees returning from leave (e.g., maternity or long-term sickness) → Mitigation: Tailor review timelines and expectations fairly.

	Minority Ethnic: Ensure cultural awareness in communication styles and training delivery. Religion or Belief: Scheduling of reviews and training should avoid religious observances where possible. Transgender: Ensure confidentiality and sensitivity in performance discussions. Pregnancy and Maternity: Employees on leave must not be disadvantaged in performance assessments or training access.	
7. What actions are required to address the impacts arising from this assessment?		

Signed: 

Date: 17/03/2026

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