

EQUALITY IMPACT ASSESSMENT

Shelforce Surplus

Reference: EIA000353



EIA Form About your EIA

Reference number	EIA000353
Date Submitted	05/02/2024
Subject of the EIA	



Protected Characteristics

Protected Characteristic	Age
Does this proposal impact people due to their age as per the Equality Act 2010? What age groups are	Yes







Protected Characteristic - Religion or Beliefs

Does this proposal
impact people's



Please describe the impact to the sexual orientation characteristic

For staff (71% of Shelforce's workforce is Heterosexual, the rest of the workforce have not disclosed this equality information):

- Investment in new machinery will support staff to work more efficiently and learn new skills
- The growth in sales will also provide more job security to existing staff

For our tenants: More than 50% have identified themselves as heterosexual. However, a portion of our tenants have chosen not to disclose their sexual orientation, which could be diverse, and thus, they may experience a positive impact:

- Investment in new machinery will allow the Asset Management Service to improve the quality, warmth and safety of our tenant's homes quicker:
- The new windows will be more energy efficient, reducing the cost of bills for our tenants, and will help to improve security.
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