

Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes and other resources, available on the intranet



Version	Mutual Exchange Policy version 3.0	Date Completed	06.01.2026
Description of what is being impact assessed			
The Mutual Exchange Policy has been reviewed and updated to incorporate relevant changes in practice, outlining EDDC's approach to managing mutual exchange requests. There are no significant changes from version 2.0 of the policy.			
Evidence			
What data/information have you used to assess how this policy/service might impact on protected groups?			
Records of tenants who have applied for mutual exchanges over the past two years have been assessed in order to see how this policy and scheme may impact on protected groups. There are no cases of negative impact and in general the availability and operation of a mutual exchange scheme contributes towards providing positive outcomes for tenants by increasing the available avenues of successfully moving on to an alternative property. Mutual exchanges provide an additional route—outside of the housing register—for tenants to move to homes that better meet their needs.			
Who have you consulted with to assess possible impact on protected groups and what have they told you? If you have not consulted other people, please explain why?			
Within the process of reviewing the Policy residents were consulted through the Resident and Leaseholder Panel meeting on 10 th June 2025. No changes were made to the content of the Policy as a result of the consultation exercise.			

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. The Council also has a legal duty to have due regard to armed forces personnel when carrying out healthcare, housing and education functions. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, assess the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> None identified - tenants from all age groups will be able to apply for a mutual exchange subject to the conditions of the policy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<ul style="list-style-type: none"> Opportunities for disabled tenants living in properties that are no longer suitable to move to an alternative property will be increased with the existence of a mutual exchange programme. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<ul style="list-style-type: none"> None identified - tenants from all backgrounds will be able to apply for a mutual exchange subject to the conditions of the policy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage and civil partnership	<ul style="list-style-type: none"> None identified - tenants from all backgrounds will be able to apply for a mutual exchange subject to the conditions of the policy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Pregnancy and maternity	<ul style="list-style-type: none"> Opportunities for tenants with changing housing needs ie larger properties/additional bedroom requirements to move to an alternative property will be increased with the existence of a mutual exchange programme. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race and ethnicity	<ul style="list-style-type: none"> None identified - tenants from all backgrounds will be able to apply for a mutual exchange subject to the conditions of the policy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<ul style="list-style-type: none"> None identified - tenants from all backgrounds will be able to apply for a mutual exchange subject to the conditions of the policy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<ul style="list-style-type: none"> None identified - tenants from all backgrounds will be able to apply for a mutual exchange subject to the conditions of the policy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<ul style="list-style-type: none"> None identified - tenants from all backgrounds will be able to apply for a mutual exchange subject to the conditions of the policy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Armed Forces (including serving personnel, families and veterans)	<ul style="list-style-type: none"> None identified in respect of mutual exchanges - tenants from all backgrounds will be able to apply for a mutual exchange subject to the conditions of the policy. Although it is noted that the Housing Allocation Policy details how additional preference is given to applicants including armed forces serving personnel, families and veterans in applying for social housing. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Other, e.g. carers, care leavers, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> Opportunities for tenants living in rural locations or in isolation to move to an alternative property will be increased with the existence of a mutual exchange programme. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
N/A	Select date			<input type="checkbox"/>
If negative impacts remain, please provide an explanation below.				
N/A				

Completed by:	Andrew Mitchell, Housing Solutions Manager
Date:	06.01.2026
Approved by:	Andy King, Assistant Director for Housing (Regulatory Services)
Date:	06.01.2026
To be reviewed by:	
Review date:	

Ensure that a final copy of this impact assessment is sent to HR as per the equality impact assessment guidance.