

## **Impact Assessments**

### **Background**

Scottish Government Guidance on the LHS includes reference to Equality Impact Assessment (EQIA) and Strategic Environmental Assessment (SEA).

### **Equalities Impact Assessment**

The Council is required to consider the needs of all individuals when creating policy and delivering services, with the purpose of ensuring that we do not discriminate against individuals whilst at the same time identifying opportunities to promote good equality and good relations between individuals and groups.

The Equality Act 2010 places statutory duty on the Council to ensure its functions and related services offer fair access and inclusion through the:

- Elimination of unlawful discrimination, harassment or victimisation
- Advancement of equality of opportunity between people who share a protected characteristic and those who do not
- Fostering of good relations between people who share a protected characteristic and those who do not

The protected characteristics are:

- age
- disability
- gender
- gender re-assignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation

Whilst the LHS will impact upon the whole population, it has accentuated the requirement for the investigation into the housing needs of specific equalities target groups. The EQIA (contained in Appendix 1) highlights that the LHS will assist specific groups who share protected characteristics, such as young people, older people, and people with disabilities. Each Strategic Outcomes embraces the housing needs of the groups who are at risk of exclusion, underpinning our approach to improving access to good quality housing and related services for these vulnerable groups.

However, the LHS will not have any specific impact on one group over another, instead be neutral in respect of all groups, seeking opportunities to promote equality and fairness regardless of their protected characteristics to ensure that all people in Angus receive a high quality service that promotes equal opportunities and diversity. Policies or initiatives developed as a result of the LHS will be subject to EQIA as appropriate.

### **Strategic Environmental Assessment**

The LHS 2017-22 was considered under the Environmental Assessment (Scotland) Act 2005 and pre-screening identified that the strategy will have no or minimal environmental effects. It is therefore exempt and the SEA Gateway has been notified.

## EQUALITY IMPACT ASSESSMENT

### SCREENING DOCUMENT

**Name of Proposal**

Angus Local Housing Strategy 2017-22

**Lead Department/Service**

Housing Strategy, Communities, Angus Council

What is the aim of the proposal?

The Housing (Scotland) Act 2001 places statutory requirement on local authorities to submit an LHS to Scottish Ministers. The LHS provides the framework for delivering housing and related services and is supported by an assessment of housing need and demand and related services. It addresses national and local priorities alongside statutory responsibilities to help increase the supply of high quality affordable housing and related services

Is this a new or a review of an existing policy, procedure, function or report?

This is a new proposal, replacing the LHS 2012-17, produced in accordance with prescribed Scottish Government Guidance.

#### Screening Process

1. Has the proposal already been assessed for its impact on age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? **If yes, go to 1 a. If no, go to 1 b.**

1 a. Unless there have been significant changes, no further action is required. **Please add your name, position and date below at 3.**

1 b. Does the proposal involve or have consequences for the people the council serves or employs? **If yes, go to 2. If no, go to 1 c.**

1 c. Please state why not

**The proposal is not relevant and no further action is required. Sign and date below at 3.**

2. Is the proposal relevant to one or more of the protected characteristics? **If yes, go to 2 a. If no, go to 2 b.**

2 a. **Proceed to Step 1 of the Full Equality Impact Assessment on page 2.**

2 b. Please state why not

**The proposal not relevant and no further action is required. Add your name, position and date below at 3.**

**3. Name:** Colin McGarva

**Position:** Policy Officer (Strategic Housing) **Date:** August 2017

### FULL EQUALITY IMPACT ASSESSMENT

Step 1

Are there any statutory legal requirements affecting this proposal? If so please describe.

Any legal requirements resulting from implementing this proposal will be considered in line with each policy.

**Step 2**

What data/research is available to assess the likely impact of the proposal?

The Tayplan HNDA (2013) has helped us measure the extent of housing need and demand. Housing and related data available from the Scottish Government and partner institutions, along with internal data sources will enable ongoing assessment of proposal impact.

A set of evidence papers have been developed and consulted on to support development of the proposal, these cover: housing supply and placemaking, the private rented sector, independent living, homelessness, fuel poverty and property condition.

Following consultation, the Consultative Draft LHS was approved by committee and subject to a 12 week consultation period. Engagement with the wider community provided a better understanding of housing and related priorities at locality level, including opportunities to engage with professionals supporting and designing services for particular needs groups. It was however challenging to engage with individuals with particular needs on a one-to-one basis.

**Step 3**

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

Age  \_\_\_ The proposal identifies housing for older and young people as a priority. For example, resources will be targeted to increase the supply of housing for older people

Disability  \_\_\_ The proposal identifies housing for people with disabilities as a priority, such as targeting resources to assist people to live independently in their own home.

Gender  \_\_\_\_\_

Gender Re-assignment  \_\_\_\_\_

Pregnancy/maternity  \_\_\_\_\_

Marriage and civil Partnership  \_\_\_\_\_

Race  \_\_\_\_\_

Religion and belief  \_\_\_\_\_

Sexual orientation  \_\_\_\_\_

**Step 4**

Is there evidence to suggest that any part of the proposal could unlawfully discriminate against people? If so, how?

No group with protected characteristics have been identified as being subject to any discrimination.

**Step 5**

Can the proposal be seen to favour one section of the community

Yes  No

or deny opportunities to another?

Yes  No

If yes, please give details.