



Equality Impact/Fairer Scotland Duty Assessment Form

Step 1

Name of Proposal

Angus Local Housing Strategy 2023-2028

Step 2

Is this only a **screening** Equality Impact Assessment **No**

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment **Yes**

Is this a Fairer Scotland Duty Assessment **Yes**

Step 3

(i)Lead Directorate/Service: **Vibrant Communities and Sustainable Growth, Housing Strategy.**

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

The Housing (Scotland) Act 2001 places a statutory requirement on local authorities to produce a Local Housing Strategy (LHS) that sets out its strategy, priorities and plans for the delivery of housing and related services. This must be supported by an assessment of housing provision including the need and demand for housing.

(iii)What is the aim of the proposal? Please give full details.

The LHS is for all local people with housing need and those seeking to live in the Angus area. It will also set out how the Council and partners intend to meet housing need and demand across all tenure in Angus, setting out a clear strategic vision to:

- **Improve housing affordability**
- **Increase access to a range of housing options**
- **Increase access to specialist housing provision**
- **Prevent homelessness**
- **Create sustainable communities**

(iv) Is it a new proposal? **Yes/No** Please indicate OR

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? **Yes/No** Please indicate

This is a new strategy, replacing the Local Housing Strategy 2017-2022, produced in accordance with prescribed Scottish Government Guidance.

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees **Yes/No**

Job Applicants **Yes/No**

Service users **Yes/No**

Members of the public **Yes/No**

Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:

Internal data (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

Internal housing data, performance reports and household survey data were used. A set of evidence papers have also been developed to support the development of the proposal, these cover: Housing Delivery and Placemaking, Specialist Housing and Independent Living, Fuel Poverty, Energy Efficiency, House Conditions and Climate Change and Preventing and Addressing Homelessness.

Internal consultation (e.g. with staff, trade unions and any other services affected).

HNDA Stakeholder events were held in May 2021 and December 2021 to ensure that external partners and stakeholders were given the opportunity to scrutinise, feedback and support the development of the HNDA evidence base.

Prior to community engagement we undertook a number of stakeholder engagement sessions from late 2020 to mid 2022. Four sessions were held covering the topics of the evidence papers and a further 2 Housing Need and Demand sessions. These focussed on engagement around what stakeholder thought the main issues in Angus were and what action we should take. Attendees included Developers, Land Owners, Registered Social Landlords and representatives from NHS, Angus Council, Health and Social Care and the Third Sector.

External data (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

The Tayplan HNDA (2013) has helped measure the extent of housing need and demand in Angus. Housing and related data available from the Scottish Government and partner institutions.

External consultation (e.g. partner organisations, national organisations, community groups, other councils).

We have consulted with a wide range of partners, people and communities to help develop our LHS. We used a range of methods, from face-to-face meetings and group discussions in the period prior to the pandemic, before hosting a series of online events and developing surveys to gather views and feedback. Each time we utilised web and social media platforms to communicate our plans far and wide and capture a significant audience-base.

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? Yes/**No**

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

A wide range of consultation surveys and engagement sessions were carried out over the period 2018 to 2022. The volume and range of consultations outlines the Council’s hands-on approach when engaging with our service users and communities about housing and related matters. The responses enabled us to shape and adopt local policies and initiatives based on the needs of local people and stakeholders, considering the shifting priorities in people’s everyday lives as a consequence of the pandemic, and the national approach outlined in Housing to 2040. The continuous programme of engagement has served to provide a solid evidence base for LHS consultation and development.

Step 7: Are there potential differential impacts on protected characteristic groups? Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

Age

Impact

Positive impact, the proposal identifies housing for older and young people as a priority. Throughout the LHS topic papers we have addressed the cross-cutting themes relating to child poverty. The strategy also focuses on increasing the housing options for older people with specialist housing requirements.

Disability

Impact

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, increasing the volume of accessible homes and improving access to housing adaptations. Housing options for those with health or mobility issues should be increased and made available in the area they want to live. The LHS delivery plan will contribute to the assessment of the current and future housing needs for health and social care client groups. Having a home where people feel physically, socially, and emotionally secure is imperative for health and wellbeing.

Gender reassignment

Impact

Neutral. 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.

Marriage and Civil Partnership

Impact

Neutral. 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. A number of actions have been identified in our Rapid Rehousing Transition Plan (RRTP) to address homelessness as a result of marriage/relationship breakdown. Delivery of the RRTP is an action of the LHS.

Pregnancy/Maternity

Impact

Neutral. 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.

Race - (includes Gypsy Travellers)

Impact

Neutral. 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.

The LHS aims to support the resettlement of refugees and has a specific action in relation to transit sites for Gypsy Travellers and exploring the national flow-through requirements.

Religion or Belief

Impact

Neutral. 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.

Sex

Impact

Neutral. 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.

Sexual orientation

Impact

Neutral. 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.

Step 8: Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

The survey was made available to all people and communities across Angus. There was extensive promotion via social media channels, community group networks, schools, housing tenant and waiting list networks, gypsy traveller and refugee resettlement groups, health and social care network groups, and a range of Council news platforms. The survey was made available in accessible formats, either online or paper format. Equalities data was collected.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

N/A

Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?

No negative impacts identified.

Step 10: If a potentially negative impact has been identified, please state below the justification.

N/A

Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

On implementation, all members of Angus communities irrespective of their protected characteristics will be treated fairly and free from discrimination.

Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?

No.

Step 13: FAIRER SCOTLAND DUTY

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?

The strategy is subject to the Fairer Scotland Duty as the actions contained within the strategy have an impact on socio-economic disadvantage. As the strategy contains a broad range of actions that span across a number of different areas, many of the actions have an indirect impact on socio-economic disadvantage, however a significant indirect impact through improving people's life circumstances and opportunities through housing and communities.

Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.

No gaps identified.

Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from Covid-19.

Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.

Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.

Impact

Positive impact. The LHS has a focus on affordability, cost of living and child poverty.

Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

Impact

Positive impact. The LHS has a focus on affordability, cost of living and child poverty.

Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport).

Impact

Positive Impact. The volume of "Top 15% Most Deprived Datazones" (SIMD 2020) has increased in Angus from 2 in 2016 to 6 in 2020 reflecting the challenges faced. The LHS actions will seek opportunities to promote equality and fairness to ensure that all people in Angus receive a high quality service that promotes equal opportunities and diversity.

Socio-economic Background i.e. social class including parents' education, people's employment and income.

Impact

Positive Impact. The LHS actions will seek opportunities to promote equality and fairness to ensure that all people in Angus receive a high quality service that promotes equal opportunities and diversity.

Other – please indicate

Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.

There are no adverse impacts identified in relation to the strategy.

Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?

This will be monitored via the LHS monitoring and implementation groups.

Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

Angus Council Website

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

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