

Equality Impact Assessment: HRA Land Disposal Policy

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Is this proposal a high-level strategy? No

Type of proposal : policy;

What type of assessment is required? full

Overview

Directorate or service. If the proposal involves more than one directorate or service, name the lead one : Vibrant Communities & Sustainable Growth

Give details of any legislation relevant to this proposal : N/A

What is being proposed? This policy seeks to:

1. Introduce clear procedures and agree fees for the disposal of HRA land and/or the granting of servitudes rights of access over HRA land.
2. Clarify Angus Council's position in relation to the sale of attic/roof spaces shared in common between council and ex-council properties.

This policy will be considered by the Housing Committee on 24th April 2025. All draft documentation will be uploaded to SharePoint by 24th March 2025.

Is this a new policy or a review of an existing policy? Review of an existing policy -

Impact

All the group(s) of people your proposal involves or affects : Members of the public

What internal data, such as customer satisfaction surveys, equality monitoring data and customer complaints, have you gathered to discover what impact (positive or negative) your proposal will have on people? Public consultation on the Housing Revenue Account (HRA) Land Disposal and Granting of Servitude Rights of Access Policy took place between 27 August and 21 September 2024.

The consultation was published onto the Tenant Participation page within the Engage Angus portal as well as circulated via Angus Council's social media platforms. A draft version of both the policy and procedure were included along with a survey to complete within Engage Angus.

In collaboration with Angus Council's Tenant Participation Officers, an email brief along with a link to the survey via the Angus Engage platform was sent to all parties signed up to the Register of Interested Tenants. This register comprises of Angus Council tenants who wish to be informed of current and/or future projects within Angus that may directly or indirectly impact on them or those within the communities in which they reside.

Copies of a project brief/information letter, a policy draft, a procedural draft, and a survey were sent via email to each public library within Angus Council. It was requested that each document be printed as physical copies and displayed for the public to access and complete. All completed surveys were to be collated; either to be scanned and sent via email or to be collected on completion. All public libraries participated in this public consultation, with all providing an update on completion. Unfortunately, zero surveys were completed during this period of consultation.

Overall, there was 17 responses to the consultation of which 88.2% were council tenants and 11.8% being private homeowners. Of these respondents, the following figures show the coverage of this consultation across Angus:

- 23.5% - Arbroath
- 5.9% - Brechin
- 11.8% - Carnoustie
- 17.6% - Forfar
- 5.9% - Kirriemuir
- 29.4% - Montrose
- 0% - Monifieth
- 5.9% - Other (unspecified)

Further to this, the following figures provide an insight into the average age of participating respondents:

- 0% - 0-18
- 11.8% - 19-24

11.8% - 25-39
11.8% - 40-49
35.3% - 50-64
29.4% - 65+

Following the above, all respondents were asked a series of questions with the aim of informing a finalised copy of this policy prior to committee consultation. These questions intended on providing residents of Angus an active voice in the development of this policy, and afforded consideration to their views. All participants were offered the opportunity to make any general comments at the end of this survey.

In conclusion of this consultation, there was an overwhelmingly positive response received. Respondents strongly agreed that this policy accounted for the interests of all parties involved; that the policy in its entirety, specifically with regards to the proposed purpose and procedure, were clearly understood; that open communication between the council and interested parties was achieved; that a clear outline of the background and current position was provided; and that there were additional benefits acknowledged by its introduction (aside from those previously noted by Angus Council).

Respondents also took the opportunity to raise their concerns in relation to potential risks involved in the introduction of this policy as well as provide comment or suggestions which would help improve this draft policy.

We received one very in-depth response from a respondent in relation to Angus Council's proposed position to the sale of attic/roof spaces shared in common between council and ex-council properties. This response, along with all others, was afforded consideration as part of a working group meeting. Angus Council have given due consideration to all points raised, with responses to all comments noted in Appendix 4 - Public Consultation Summary attached.

What internal consultation, for example with staff, trade unions and affected services, have you gathered to discover what impact (positive or negative) your proposal will have on people? As per the above, a project relating to this policy was published onto the Engage Angus platform and shared internally via Yammer and the Angus Council blog. This encouraged colleagues to have their say by completing a survey. Unfortunately, we cannot ascertain if any of the 17 responses received were from an Angus Council employee or a member of the public.

What external data, such as census data, equality reports, equality evidence finder, performance reports, research and statistics have you gathered to discover what impact (positive or negative) your proposal will have on people? No external data referred to.

What external consultation have you done, with partner organisations, national organisations, other councils, community groups and others, to discover what impact (positive or negative) your proposal will have on people? No external consultation carried out. I have consulted with other local authorities and more broadly, the Scottish Housing Network, in relation to best practices to ensure the best approach has been developed.

What other consultation (if any) has been conducted that was not included above?
N/A

Gaps

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

Groups

Are there potential differential impacts on particular age groups? Neutral
Reason(s) for your answer : So long as the conditions outlined within the policy itself are met, any owner of ex-council stock can raise a request - irrespective of age. You do not need to be the initial purchaser of this property directly from Angus Council. You could be a subsequent purchaser, who can then raise the same request(s).

Are there potential differential impacts on people with a disability? Neutral
Reason(s) for your answer : So long as the conditions outlined within the policy itself are met, any owner of ex-council stock can raise a request - irrespective of disability.

Are there potential differential impacts on people with a gender reassignment?
Neutral
Reason(s) for your answer : So long as the conditions outlined within the policy itself are met, any owner of ex-council stock can raise a request - irrespective of gender reassignment.

Are there potential differential impacts on people with a marriage or civil partnership status? Neutral
Reason(s) for your answer : So long as the conditions outlined within the policy itself are met, any owner of ex-council stock can raise a request - irrespective of marriage or civil partnership status.

Are there potential differential impacts on people due to their race? Neutral
Reason(s) for your answer : So long as the conditions outlined within the policy itself are

met, any owner of ex-council stock can raise a request - irrespective of race.

Are there potential differential impacts on people due to their sex? Neutral

Reason(s) for your answer : So long as the conditions outlined within the policy itself are met, any owner of ex-council stock can raise a request - irrespective of sex.

Are there potential differential impacts on people due to pregnancy/maternity?

Neutral

Reason(s) for your answer : So long as the conditions outlined within the policy itself are met, any owner of ex-council stock can raise a request - irrespective of pregnancy/maternity.

Are there potential differential impacts on people due to religion or belief? Neutral

Reason(s) for your answer : So long as the conditions outlined within the policy itself are met, any owner of ex-council stock can raise a request - irrespective of religion or belief.

Are potential differential impacts on people due to their sexual orientation? Neutral

Reason(s) for your answer : So long as the conditions outlined within the policy itself are met, any owner of ex-council stock can raise a request - irrespective of sexual orientation.

UNCRC

Which of the general principles apply to your proposal? None ;

Consultation

Have you consulted with any of the protected characteristic groups who are potentially negatively affected by the proposal? No

What are your reasons for not consulting with any of the protected characteristic groups who are potentially negatively affected by the proposal?

How did you do this?

What were the results?

Negative Impacts

What steps will you take to reduce or remove potentially negative impacts? As a

working group, we have implemented the below to reduce or remove potentially negative impacts resulting from the introduction of this policy.

As per the conditions outlined therein, we have added a safeguard so that a property will only be considered for disposal and/or the granting of servitude rights of access where Angus Council are content that the sale would not be detrimental to surrounding residents and/or to the management of existing council stock.

Where there is interest, from more than one party, in purchasing the same parcel of land, it is proposed that Angus Council will place land onto the open market. This approach was presented to, and unanimously approved by the Quality of Housing and Place Service Delivery Group on 13th February 2025.

Justification

If your proposal will have a negative impact, what is your justification for taking it forward? Not applicable.

Public Sector Equality Duty

Does this proposal contribute to any, or all, of the public sector equality duty to? No

We need to know how your proposal does this :

Is there anything that could be done to advance equalities in relation to this proposal? Angus Council, as part of their Digital Strategy, aim to ensure that all digital services are accessible and simple to use for everyone, not just for people who regularly utilise such services.

New or changed services will be digital by design, co-designed with a range of customer groups needs and provide customers with convenient access.

Fairer Scotland Duty: Not Applicable

Monitoring

How will you monitor and review your assessment in line with your proposal?

The HRA Disposal of Land and Granting of Servitude Rights of Access Policy (in its entirety) will be reviewed 1 year after the date of implementation. Thereafter, any changes to the policy will be submitted to the Service Leader – Housing for approval.

In addition, the policy will annually review fees to be incurred by relevant parties requesting right to purchase and/or access rights over HRA land.

Will this equality impact/fairer Scotland Duty/Children's Rights assessment be included with a committee report? Published with committee report

Approvers

Reviewer Approval : Doreen Philips - PhillipsD@angus.gov.uk

Review Date : 01/11/2024 16:38

Manager Approval : Lynne Warburton - Team Leader - Housing Policy

Approval Date : 04/11/2024 09:33