



**East Ayrshire**  
COUNCIL

# **Local Housing Strategy 2013-18**

## **Equality Impact Assessment**

# FORM A: EAST AYRSHIRE COUNCIL ASSESSING FOR RELEVANCE

<b>1. Policy Details</b>		
<b>Policy Title</b>	Local Housing Strategy	
<b>Policy Lead Officer</b>	Gerry Darroch	
<b>Date Relevance Assessment Conducted</b>	26/09/12	
<b>2. Which groups of people do you think will be, or potentially could be, impacted upon by the implementation of this policy? (Please ✓ below as appropriate)</b>		
People with disabilities	/	
People from black and minority ethnic communities and different racial backgrounds	/	
Women and men (boys and girls)	/	
Older people, children and young people	/	
Lesbian, gay, bisexual people and transgender people		
People from different religions or beliefs and people with no belief		
Women who are pregnant or on maternity leave		
People who are married or in a civil partnership		
<b>3. Do you have evidence or reason to believe that this policy/function/review will, or may potentially:</b>		
<b>General Duties</b>	<b>Level of impact (high, medium, or low)</b>	
Eliminate discrimination faced by particular groups	<b>Medium</b>	
Impact upon the promotion of equality of opportunity between particular groups	<b>Medium</b>	
Impact upon good relations between particular groups	<b>Medium</b>	
Does it have overall relevance to equality?	<b>Medium</b>	
<b>4. Equality impact assessment required? (All high and medium results MUST be impact assessed)</b>		
<b>YES</b>	<b>NO</b>	<b>Yes</b>
<b>5. Rationale for decision</b>		
The LHS includes a focus on a number of particular needs groups and a number of actions aimed at improving services for these groups.		

**Signed**  
(Person responsible for assessment for relevance)

**Gerry Darroch**

**Designation**

**Housing Services Manager**

**Date**

**22/10/12**

**Name and Designation of person who has been identified to lead the Screening or Full Equality Impact Assessment on this Policy**

**Gerry Darroch**

**Housing Services Manager**

**Counter Signature**

(Head of Service or Executive Director with responsibility for this policy)

**Chris McAleavey**

**Date**

## FORM C: EAST AYRSHIRE COUNCIL FULL EQUALITY IMPACT ASSESSMENT

1) NAME OF SERVICE	2) PERSON RESPONSIBLE FOR POLICY, FUNCTION OR SERVICE REVIEW
Housing	Gerry Darroch
3) EQIA GROUP MEMBERS (PLEASE GIVE NAME AND DESIGNATION AND IDENTIFY THE EQIA LEAD FOR THIS POLICY)	4) NAME OF POLICY/FUNCTION/REVIEW AREA
Gerry Darroch – Housing Services Manager  Susan Morris – Local Housing Strategy Officer  Geoff Crow – Housing Needs Officer	Local Housing Strategy 2013-2018
5) ABOUT POLICY/FUNCTION/REVIEW AREA	
<p><b>1) What are the aims, objectives and intended outcomes of the policy, function or service review? Specify any equality outcomes which are intended.</b></p> <p>The Local Housing Strategy provides the strategic direction to tackle housing need and demand and to inform the future investment in housing and related services across the Local Authority area. The strategy aims to deliver six outcomes:</p> <ul style="list-style-type: none"> <li>(i) People can find a home that they can afford to live in.</li> <li>(ii) People live in warm, energy efficient and well maintained homes.</li> <li>(iii) People are able to live independently in suitable accommodation or with appropriate support, where this is required.</li> <li>(iv) People are able to access quality housing information and advice, and the ways in which housing is accessed are simplified.</li> <li>(v) Homelessness is prevented as far as possible and accommodation, advice and support is available where it cannot be avoided.</li> <li>(vi) People live in sustainable communities within safe, clean and attractive neighbourhoods.</li> </ul> <p>It sets out the strategic priorities and outcomes for investment over the next five years and aims to address a complex range of issues.</p>	
<p><b>2) Under which Community Planning theme(s) does this policy or function or review sit?</b></p> <ul style="list-style-type: none"> <li>(i) Promoting Lifelong Learning</li> <li>(ii) Delivering Community Regeneration</li> <li>(iii) Improving Community Safety</li> </ul>	

(iv) Improving Health and Wellbeing

**3) Describe the current or intended client group(s) specifying any equality groups which are intended to benefit directly from the policy, function or review. You should consider employees, clients/customers and service users.**

Anyone who is in housing need or is looking for housing in East Ayrshire. There are particular requirements for groups with identified

<p><b>4) Has the intended client group been involved in the development of the policy or function or in the review?</b></p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Don't Know <input type="checkbox"/></p>	<p><b>If no – why not?</b>  <b>If yes - how was this done?</b></p> <p>All relevant partner organisations have been involved in the development of the LHS through the Housing Information Partnership and information has been collected at a variety of local meetings. The Draft LHS has been made available on line. Relevant stakeholders were lettered and hard copies made available on request.</p>
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**2) GATHER AND ANALYSE DATA AND INFORMATION**

**(Information can include, for example, consultations, surveys, databases, focus groups, in-depth interviews, pilot projects, reviews of complaints made, user feedback, academic publications, consultants' reports)**

**1) What information or other evidence has been used in the development of the policy, function or service review?**

The main source of data is the East Ayrshire Housing Needs and Demand Assessment (2012) which identified the demand for and supply of housing across the Authority Area, and included an investigation of the particular housing (or related service provision) needs of :

- Older People
- People with physical disabilities
- People with learning difficulties
- People with mental health or substance misuse issues
- Families and lone parents
- Ethnic minority households
- EU migrant workers
- Gypsies/ Travellers
- Homeless Households including vulnerable young adults and those fleeing domestic abuse
- Lesbian, Gay, Bi-sexual and Transgender Households.

The HNDA utilised secondary data made available via national and local sources and, as such, did not involve any primary research tailored to understanding the housing needs of particular groups. Consultation and stakeholder sessions were undertaken to discuss the available data and to agree on the relevance of the data in the local context.

Further Consultation was undertaken to develop the draft local housing strategy and the draft version was circulated for comment.

**2) What does research, consultation and other data or information tell you about the impact of the policy, function or service review? (Describe the information and the conclusions, and state where the information can be found.)**

**3) Describe any gaps in the available information, any action you are taking about this (e.g. new research, further analysis) and when this is planned.**

**(1) Quantitative**

Work is being undertaken at national and local levels to identify more accurate levels of housing need for individuals with a physical disability.

**(ii) Qualitative**

**3) ASSESS IMPACT**

**(a) Please describe the positive and negative impacts for each equality group. You should identify if there is any potential discrimination.**

You should take into account the different needs of the range of groups within each category of equality groups, and also consider if there are any issues which affect groups because of multiple identities or interaction between equality groups, for example a disabled young women.

The General Duty of Equality Act 2010 requires public authorities, in the exercise of their functions, to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

The following header is used for each equality group.

EQUALITY GROUP	DIFFERENTIAL IMPACT	POSITIVE IMPACT	NEGATIVE OR ADVERSE IMPACT	CROSS-CUTTING ISSUES AND THEIR IMPACT
	Is there, or is there likely to be, a differential impact on equality groups as a result of the proposed policy,	Please describe stating which specific groups are affected in what way against the general duty,	Please describe stating which specific groups are affected, in what way against the General Duty	Describe the impact in any other relevant areas including: health (e.g. mental health), access, including rurality, low income,

	function or service review? Please describe this.	outlined on page 19 and why you believe this to be the case.	outlined on page 19 and why you believe this to be the case.  Identify any potential discrimination.	carers and unemployment.
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EQUALITY GROUP	DIFFERENTIAL IMPACT	POSITIVE IMPACT	NEGATIVE OR ADVERSE IMPACT	CROSS-CUTTING ISSUES AND THEIR IMPACT
<p><b>AGE:</b></p> <p>Different age groups including older people, children and young people.</p>	<p><b>Yes</b></p>	<p><b>Older People</b></p> <ul style="list-style-type: none"> <li>• The LHS highlights that the population is ageing and that there will be a substantial increase in the proportion of older people in East Ayrshire by 2025.</li> <li>• The LHS identifies plans to increase the supply of housing for older people and to develop letting plans to allocate these.</li> <li>• It sets out plans to evaluate existing supported accommodation units to help inform future planning for older people.</li> <li>• It also highlights the importance of continuing to provide preventative services such as adaptations, community alarms</li> </ul>	<p>None</p>	



and Care and Repair services that will help older people remain independent in their own homes for as long as possible.

- The LHS allows for Improved access to housing advice and information which is designed to meet the needs of older people

**Younger People**

- The LHS recognises the high rate of tenancy failure amongst young people and includes actions to ensure that support will continue to be provided
- A particular focus on prevention activities aimed at young people will be strengthened to better facilitate a planned progression into independent living.
- The LHS allows for improved access to housing advice and information which is designed to meet the needs of younger people.

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EQUALITY GROUP	DIFFERENTIAL IMPACT	POSITIVE IMPACT	NEGATIVE OR ADVERSE IMPACT	CROSS-CUTTING ISSUES AND THEIR IMPACT
<p><b>DISABILITY:</b></p> <p>Physical, sensory or mental impairment which has a long-term, substantial, adverse effect on ability to do day to day things.</p>	<p><b>Yes</b></p>	<ul style="list-style-type: none"> <li>• The LHS aims to maximize the use of existing stock, ensuring that people are offered appropriate housing to meet their particular needs.</li> <li>• Actions within the LHS will improve access to adaptations and adapted stock, and will improve efficiency in the current system for accessing adaptation, aids and support</li> <li>• New build council housing will include a number of fully wheelchair accessible units alongside units suitable for ambulant disabled individuals.</li> </ul>	<p>Please describe stating which specific groups are affected, in what way against the General Duty outlined on page 19 and why you believe this to be the case.</p> <p>Identify any potential discrimination.</p>	<p>Describe the impact in any other relevant areas including: health (e.g. mental health), access, including rurality, low income, carers and unemployment.</p>

EQUALITY GROUP	DIFFERENTIAL IMPACT	POSITIVE IMPACT	NEGATIVE OR ADVERSE IMPACT	CROSS-CUTTING ISSUES AND THEIR IMPACT
<p><b>GENDER REASSIGNMENT:</b></p> <p>Where a person is proposing to undergo, is undergoing or has undergone a process of reassigning the person's sex by changing physiological or other attributes of sex. Please note that the person does not require to be under medical supervision</p>	<p><b>No</b></p>			

EQUALITY GROUP	DIFFERENTIAL IMPACT	POSITIVE IMPACT	NEGATIVE OR ADVERSE IMPACT	CROSS-CUTTING ISSUES AND THEIR IMPACT
<p><b>RACE, ETHNICITY, COLOUR, NATIONALITY OR NATIONAL ORIGINS:</b></p> <p>People of different ethnic background including minorities, Gypsy Travellers and Refugees/ Asylum Seekers.</p>	<p><b>Yes</b></p>	<ul style="list-style-type: none"> <li>• The LHS includes action to develop a transit site for gypsies / travellers households arriving in East Ayrshire.</li> <li>• Strengthened Housing Options arrangements will include a commitment to mitigating effects of language barriers that might hinder access to services.</li> </ul>	<p>Please describe stating which specific groups are affected, in what way against the General Duty outlined on page 19 and why you believe this to be the case.</p> <p>Identify any potential discrimination.</p>	<p>Describe the impact in any other relevant areas including: health (e.g. mental health), access, including rurality, low income, carers and unemployment.</p>
<p><b>RELIGION OR BELIEF:</b></p> <p>Religious, faith or other groups with a shared system of beliefs such as Humanists.</p>	<p><b>No</b></p>			

EQUALITY GROUP	DIFFERENTIAL IMPACT	POSITIVE IMPACT	NEGATIVE OR ADVERSE IMPACT	CROSS-CUTTING ISSUES AND THEIR IMPACT
<p><b>MARRIAGE AND CIVIL PARTNERSHIP:</b></p> <p>A person has the protected characteristic of marriage and civil partnership if the person is marries or is in a civil partnership</p>	<p><b>No</b></p>			
<p><b>PREGNANCY AND MATERNITY:</b></p> <p>Protects women because of their pregnancy, pregnancy-related illness, taking or seeking to take maternity leave.</p>	<p><b>No</b></p>			

<b>EQUALITY GROUP</b>	<b>DIFFERENTIAL IMPACT</b>  Is there, or is there likely to be, a differential impact on equality groups as a result of the proposed policy, function or service review? Please describe this.	<b>POSITIVE IMPACT</b>  Please describe stating which specific groups are affected in what way against the general duty, outlined on page 19 and why you believe this to be the case.	<b>NEGATIVE OR ADVERSE IMPACT</b>  Please describe stating which specific groups are affected, in what way against the General Duty outlined on page 19 and why you believe this to be the case.  Identify any potential discrimination.	<b>CROSS-CUTTING ISSUES AND THEIR IMPACT</b>  Describe the impact in any other relevant areas including: health (e.g. mental health), access, including rurality, low income, carers and unemployment.
<b>SEX:</b>  Men and women (boys and girls)	<b>Yes</b>	<ul style="list-style-type: none"> <li>There is an identified need to provide accommodation in the South of the Authority for women suffering domestic abuse.</li> </ul>		
<b>SEXUAL ORIENTATION:</b> Lesbians, gay men or women, bisexual or heterosexual people.	<b>No</b>			

<p><b>(a) Is the policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?</b></p> <p><b>Yes</b></p> <p>Positive impacts are detailed in section 3 above.</p>	<p><b>(b) Is the policy directly or indirectly discriminatory (see note below)?</b></p> <p><b>No</b></p>
<p><b>Note:</b> If the policy is unlawfully discriminatory under the Equality Act 2010 you MUST identify, in the section on modifications, how the proposal can be amended or justified so the Council acts lawfully.</p> <p>It is unlikely that you will be able to justify a directly discriminatory policy.</p>	
<p><b>(d) If the policy is not directly or indirectly discriminatory, does it still have an adverse impact? No</b></p> <p>Please give details specifying the groups for which there is an adverse impact and the nature of the impact.</p> <p>No adverse impact.</p>	



#### 4) CONSIDER ALTERNATIVES

##### In your consideration of the next questions you should think about the following:

- How does each option further or hinder equality of opportunity?  
Consider, for example, attitudes, equitable access, equitable outcomes, participation.
- How does each option increase good relations between different groups?
- How does each option challenge or reinforce stereotypes which influence equality of opportunity?
- What are the consequences for the group(s) and/or the Council of not adopting an option more favourable to equality of opportunity?
- What are the social and economic costs and benefits of implementing each option? (For the group? For the Council?)
- Being proportionate, that is will the benefits of implementing the change outweigh the financial and other costs?

##### (a) How could you modify the policy, strategy or service review to eliminate discrimination or to reduce any identified negative impacts?

No negative impacts have been identified.

##### (b) How could you modify the policy or function or service review to create or maximise the positive aspects of the proposals and to increase equality?

The focus of the LHS on ensuring a supply of good quality housing is available in East Ayrshire and increasing the supply of affordable housing options over the next five years will positively benefit all the equality groups considered in this report. However, specific actions have been included in order to improve the housing options available to older people, wheelchair users, specific ethnic groups (namely Gypsies/Travellers) and women suffering domestic abuse.

##### (c) Describe any modifications which you can make without further delay (for example, easy, few resource implications).

No modifications required. Further examination and development of the issues addressed within the LHS will be undertaken on an ongoing basis. The annual review process will afford the opportunity to make modifications should these be deemed necessary in light of performance monitoring and further research and consultation.

**(d) If you propose to make any of the modifications shown above, describe any potential new negative impacts on other groups in society or on the ability to achieve the aims and how you will minimise these.**

**(e) Please describe the resource implications of any proposed modifications taking into account financial, people and property issues.**

## 5) INVOLVEMENT OF EQUALITY GROUPS AND THE WIDER COMMUNITY

### (a) State which equality groups are involved in this process and describe their involvement.

The LHS involved consultation with a range of stakeholders at various stages in the development of the strategy.

- As part of the HNDA, a Housing Market Partnership was established. This partnership comprised of a range of interested stakeholders and included colleagues from Social Work and Health who were able to provide evidence on housing needs of individuals with physical and learning impairments and older people.
- The HNDA outcomes were widely circulated in order to develop priorities for inclusion in the LHS.
- Focus groups were organised with Tenants and Residents Forum and with the East Ayrshire North and South Access Panels to agree LHS Outcomes and possible actions for inclusion.
- Questionnaires were widely circulated for completion.
- An information stall was utilised at the Annual Tenant's Conference
- Draft versions of the Local Housing Strategy were widely circulated and comments collected

### (b) Describe any planned involvement saying when this will take place and who is responsible for managing the involvement process.

As we move through implementation of the LHS action plan. Specific pieces of work will require to be undertaken, and relevant equality groups will be involved in this process. This will be planned and managed by the LHS Steering Group.

### (c) Give details of any existing local or national evidence which has been used to inform the development of your policy.

The East Ayrshire Housing Need and Demand Assessment is the main evidence base that was used to inform the development of the local Housing Strategy. A key feature of this process was the undertaking of a literature review to identify existing information about the needs of particular groups.

<p><b>What methods of involvement are proposed? (These should take account of the attributes of the individuals or groups being consulted.)</b></p> <ul style="list-style-type: none"> <li>• Within other planned consultation</li> <li>• Surveys/questionnaires</li> <li>• General information meetings</li> <li>• Existing representative groups</li> <li>• Separate meetings for interest/equality group</li> <li>• Focus Group</li> </ul>	<p><b>(d) What methods are being considered to ensure full information and participation? Please describe.</b></p> <ul style="list-style-type: none"> <li>• Accessible formats</li> <li>• Community languages</li> <li>• Oral information</li> <li>• Taking account of different needs</li> <li>• Taking account of different customs, festivals etc</li> <li>• Accessible venues e.g. acoustics, transport, wheelchair- accessible, loop/signing/translation facilities</li> <li>• Use of advocates</li> <li>• Training or other support for potential participants</li> </ul>
<p><b>(e) Describe the results of the involvement and how you have taken these into account.</b></p> <p>Consultation undertaken for the development of the LHS led to the creation of the six strategy outcomes (set out above); shaped the LHS priorities and the actions that were included to secure delivery of these.</p>	

**THIS SECTION SHOULD BE COMPLETED AFTER INVOLVEMENT HAS BEEN CARRIED OUT.**

**6) DECISION-MAKING**

**Following consultation, what is the RECOMMENDATION?**

Introduce the policy, function or service review without amendment.

**7) MONITORING AND REVIEW**

**(a) How will the implementation and impact of the policy, function or service review be monitored, including implementation of any amendments? For example, what type of monitoring will there be? How frequently?**

The LHS Action plan will be implemented by the LHS steering group and a monitoring and evaluation framework has been developed to assist this process. An annual review will be undertaken to take account of new data, research or consultation, and the action plan amended accordingly.

**(b) What are the practical arrangements for monitoring? For example, who will put this in place? When will it start?**

The Local Housing Strategy Officer is responsible for overseeing the monitoring process. This process begun with Cabinet approval of the LHS in January 2013.

**(c) How will results of monitoring be used to develop future policies, functions or service reviews?**

The monitoring will inform any changes to the action plan that might be required as part of the annual review process, and will allow us to identify where further examination or research might be required to further investigate particular issues.

**(d) When is the policy or function due to be reviewed?**

2018

**(e) Who is responsible for ensuring this happens?**

Chris McAleavey – Head of Housing and Environment Services

8) PUBLIC AVAILABILITY OF REPORTS/RESULTS		
<p><b>(a) Who is responsible for the Equality Impact Assessment report?</b>            (Specify if different people are responsible for writing the report and publishing the report.)</p> <p>Local Housing Strategy Officer</p>		
<p><b>(b) What are the arrangements for publishing each of the following?</b></p> <p>(Describe the method and formats to be used to ensure the information will reach the appropriate audience(s), including when the results are due to be published. The Publishing Summary form should be prepared for all full EQIAs. Specify if a separate narrative or summary report is also being prepared.)</p> <p>The publishing summary published on the EAC web-site.</p>		
<p><b>(i) Results of the impact assessment.</b></p> <p>The publishing summary form has been completed.</p>	<p><b>(ii) Results of the consultation.</b></p> <p>Consultation Outputs are referenced in the LHS and can be made available on request.</p>	<p><b>(iii) Results of monitoring</b>            (e.g. service users/non-users and stakeholder views)</p> <p>Monitoring reports will be prepared annually and circulated/published as part of the LHS update process.</p>

**Signed**  
 (Lead Officer for Equality Impact Assessment)

**Date**

**Counter Signature**  
 (Head of Service or Executive Director)

**Date**

**Gerry Darroch**

22/10/12

**Chris McAleavey**

22/10/12