Aberdeenshire COUNCIL

EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity ("activity" is an umbrella term covering policies, procedures, guidance and decisions).	
Service	Infrastructure Services
Section	Housing
Title of the activity etc.	Local Housing Strategy 2018-2023
Aims of the activity	The Housing (Scotland) Act 2001, requires Councils to undertake a comprehensive assessment of housing needs and conditions and to produce a Local Housing Strategy, to tackle problems in their area. Aberdeenshire Council has undertaken a Housing Needs and Demand Assessment, to assess the housing needs and condition. The Local Housing Strategy (LHS) has been produced to tackle the problems across Aberdeenshire for the period 2017-2022. The Strategy covers housing of all tenures, including council housing.
Author(s) & Title(s)	Alexander Macleod, Housing Manager (Strategy), Elaine Reid, Team Leader (Affordable Housing), Billy Wishart, Acting Team Leader (Private Sector Housing) and Liz Hamilton, Strategic Housing Officer

Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Housing Needs and Demand Assessment 2017 Strategic Housing Investment Programme – 2018 - 2023 Strategic Outcome Statements and Action Plans Monitoring and Evaluation Frameworks.
Internal consultation with staff and other services affected.	Planning for the Future Tenant Group (October 2017) Communities Committee Area Committees Tenant Participation Promotion Team
External consultation (partner organisations, community groups, and councils.	Scottish Government Private Developers Registered Social Landlords Strategic Outcome Groups (internal and external partners) Citizens Panel

External data (census, available statistics).	Scottish Government Census
Other (general information as appropriate).	

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	There is a recognition that there are hard to reach groups and some groups who will not engage.

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.

	Positive	Negative	Neutral	Unknown
Age – Younger	Yes	Yes		
Age – Older	Yes	Yes		
Disability	Yes	Yes		
Race – (includes Gypsy Travellers)	Yes		Yes	
Religion or Belief			Yes	

Gender – male/female			Yes	
Pregnancy and maternity			Yes	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			Yes	
Gender reassignment – (includes Transgender)			Yes	
Marriage and Civil Partnership			Yes	

Stage 6: What are the positive and negative impacts?		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	The Affordable Housing Sector Strategic Outcome Statement provides opportunities to for first time buyers, who are typically younger households, to purchase properties at a discounted fixed price, through Low Cost Shared Equity and provides opportunities to access Mid-Market rental properties	Younger people – may find it challenging to secure mortgages to allow them to access Affordable Housing. Younger people – may find it difficult to afford Mid-Market rental properties.
	There will be a positive impact by providing affordable housing for those in need, including those who fall within the nine Protected Characteristics.	Whilst the Strategic Local Programme (SLP) will deliver affordable housing, it will not meet all identifiable housing need and this will include households who fall within the nine Protected Characteristics
	The Private Sector Strategic Outcome Statement aims to assist older people to live in their homes which are free from repairing issues and will promote independence. This policy promotes equalities and has a positive impact, particularly on older people. Care and Repair will have a positive impact is assisting older people, with disabilities.	The Care and Repair service assists people who reach specific criteria - older people with disabilities but will therefore have a negative impact on younger, disabled people.

	The Particular Needs and Independent Living Strategic Outcome Statement aims to enable people with an identified, particular need, to have access to appropriate affordable housing and support, to allow them to sustain and improve their health, to live as independently as possible. The policy promotes equalities and has a positive impact, particularly for people with disabilities.	The shared room rate (under Homelessness and Housing Options) may have implications for people under the age of 35 years.
	The Minority Ethnic Strategic Outcome Statement enables Minority Ethnic Communities, including Gypsy/Travellers, to be able to access appropriate land, housing and support and encourage social integration.	Welfare Reform has the potential to impact significantly on homelessness. All changes that are made by the Department for Work and Pensions should be taken into account when making decisions at local authority level in relation to temporary and supported accommodation arrangements.
	The Minority Ethnic Strategic Outcome Statement enables New Scots, Refugees/and Asylum Seekers have access to good quality affordable housing which meets their needs, culture and lifestyle.	
	The Fuel Poverty Statement aims for fuel poverty to be reduced for all households, as far as is reasonably practicable, including those who fall within the nine Protected Characteristics.	
	The Homelessness and Housing Options statement aims to empower Homeless people to transform their lives; provide suitable temporary accommodation where necessary for those who are homeless until a permanent housing solution can be found; satisfy the accommodation needs of service users by assessing suitable options through a housing options approach and those who require additional support to find or remain in their homes, receive housing support. This will include those who fall within the nine Protected Characteristics.	

Stage 7: Have any of the affected groups been consulted?

If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?	Details of consultation – Strategic Outcome Groups, Citizens Panel, Minority Ethnic Working Group, Gypsy/Traveller Officer Group, Gypsy/Traveller Interagency Group Integrate, Grampian, Minority Ethnic Outreach Project Group.

Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?		
	Mitigating Steps	Timescale
These should be included in any action plan at the back of this form.	The Housing Service will continue to maximise funding streams to optimise the delivery of affordable housing. This will include bids to Scottish Government, using alternative funding models and considering all affordable housing tenues to address housing methods.	Ongoing
	The Housing Service will continue to identify suitable land for development of affordable housing, through discussion with stakeholders; internal and external, i.e. Property Services, Estates, Planning, Private Developers, RSLs and other public bodies.	Ongoing
	In order to meet the demands of potentially homeless and homeless households in the area, Aberdeenshire Council's Options and Homelessness service is currently working on implementing a Housing Options approach in line with the Housing Options Guidance released by the Scottish Government in 2016.	2018
	The Welfare Reform agenda will require Aberdeenshire Council to assess the provision of temporary accommodation charging to ensure affordability across all tenures. Aberdeenshire Council is committed to assess ways of providing suitable accommodation for those under the age of 35 and where there is a requirement for supported accommodation. A charging strategy will be assessed to ensure that welfare reform changes are managed and mitigated as far as possible.	Ongoing
	The Housing Service will continue to explore options of providing access to funds, to assist those homeowners who have debt secured on their property, but still require financial assistance with repairs and maintenance.	Ongoing

Stage 9: What steps can be taken to promote good relations between various groups?

These should be included in the action plan.	The LHS aims to create mixed and sustainable communities, which will promote good relations and encourage integration and equalities.

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Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?
As above at Stage 9.

Stage 11: What equality monitoring arrangements will be put in place?	
These should be included in any action plan (for example customer satisfaction questionnaires).	A Monitoring and Evaluation Framework is in place and on Covalent, for each Strategic Outcome Statement, ensuring an effective and efficient delivery of processes – developing, managing and improving partnerships and relationships with Service Users and other stakeholders.

Stage 12: What is the outcome of the Assessment?			
Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.	
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.	
	Please see Stage 8 above.		
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen	

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

The LHS will show how the circumstances of households across all tenures will be improved.

Stage 14: Sign off and authorisation.				
Sign off and authorisation.	1) Service and Team	Housing Strategy		
	2) Title of Policy/Activity	Local Housing Strategy 2018-2023		
	3) **Authors:** I/We have completed the equality impact assessment for this policy/ activity.	Name: Alexander Macleod Position: Housing Manager (Strategy) Date: Signature:	Name: Elaine Reid Position: Team Leader, Affordable Housing Date: Signature:	
		Name: Billy Wishart Position: Acting Team Leader, Private Sector Housing Date: Signature:	Name: Liz Hamilton Position: Strategic Housing Officer Date: Signature:	
	4) Consultation with Service Manager	Name: Ally Macleod Date:		
	5) Authorisation by Director or Head of Service	Name: Rob Simpson Position: Head of Housing Date:	Name: Position: Date:	
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. e.g. Social Work and Housing Committee.			Date:
	7) EIA author sends a copy of the finalised form to: eia@abdnshire			Date:
(Equalities team to complete) Has the completed form been published on the website? YES/NO				Date:

Action Plan

Action	Start	Complete	Lead Officer	Expected Outcome	Resource Implications
Annually review Strategic Outcome Statements.	2018	2022	Lead Officer for Strategic Outcome Statement	Changes implemented as necessary	Within existing resources
Annually review Action Plans	2018	2022	Lead Officer for Strategic Outcome Statement	Changes implemented as necessary	Within existing resources
Annually review Monitoring and Evaluation Frameworks (Covalent)	2018	2022	Lead Officer for Strategic Outcome Statement	Changes implemented as necessary	Within existing resources
Annually review Resource Statements	2018	2022	Lead Officer for Strategic Outcome Statement	Changes implemented as necessary	Within existing resources