

South Ayrshire Council Equality Impact Assessment Scoping

1. Proposal details

Proposal Title - GSH01 - Mixed Tenure Grant Reduction	Lead Officer Heather Anderson
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2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal? Please indicate whether these would be positive or negative impacts

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire	Potentially negative impact on the quality of privately owned housing.	
People from different racial groups, ethnic or national origin.	No specific impact	No specific impact
Women and/or men (boys and girls)	No specific impact	No specific impact
People with disabilities	May impact negatively on homeowners with disabilities who cannot afford to maintain their homes.	
People from particular age groups for example Older people, children and young people	Potential negative impact on older people who cannot afford to maintain their homes.	
Lesbian, gay, bisexual and heterosexual people	No specific impact.	No specific impact
People who are proposing to undergo, are undergoing or have undergone a process to change sex	No specific impact	No specific impact
Pregnant women and new mothers	No specific impact	No specific impact
People who are married or in a civil partnership	No specific impact	No specific impact
People who share a particular religion or belie	No specific impact	No specific impact
Thematic Groups: Health, Human Rights, Rurality and Deprivation.	Potential negative impact on health as less support to improve housing quality which can impact on poor health.	

3. Do you have evidence or reason to believe that the proposal will support the Council to:

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
Eliminate discrimination and harassment faced by particular communities or groups	Low
Promote equality of opportunity between particular communities or groups	Low
Foster good relations between particular communities or groups	Low
Promote positive attitudes towards different communities or groups	Low
Increase participation of particular communities or groups in public life	Low
Improve the health and wellbeing of particular communities or groups	Medium – less support to homeowners living in poor quality housing.

SOUTH AYRSHIRE COUNCIL EQUALITY IMPACT ASSESSMENT

Section One: Proposal Details*

Name of Proposal	Reducing Mixed Tenure Housing grants to homeowners.
Lead Officer (Name/Position)	Heather Anderson
Proposal Development Team (Names/Positions)	Heather Anderson
Critical friend (s)	John Hodge

*This could include strategy, project or application: see guidance attached.

What are the main aims of the proposal?	To reduce Council spend on mixed tenure grants to homeowners.
What are the intended outcomes of the proposal	Reduce level of spend on mixed tenure grants to homeowners.

Section Two: What are the Likely Impacts of the Proposal?

Will the proposal impact upon the whole population of South Ayrshire <i>or</i> particular groups within the population (please specify)	The proposal will impact on homeowners living in mixed tenure housing blocks who are experiencing communal disrepair problems.
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the proposal have for the group or community.

List any likely positive and/or negative impacts

Protected Characteristics	Positive and/or Negative Impacts
Race: Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers	No specific impacts
Sex: Issues specific to women or men	No specific impacts
Disability: Issues relating to disabled people	Potential negative impact on disabled homeowners who already find it difficult to maintain their properties.
Age: Issues relating to a particular age group e.g. older people or children and young people	Potential negative impact on older people who are 'property rich but cash poor' and who do not have the income to afford communal repair work.
Religion or Belief: issues relating to a person's religion or belief (including non-belief)	No specific impacts
Sexual Orientation: Issues relating to a person's sexual orientation i.e. lesbian, gay, bi-sexual, heterosexual	No specific impacts

Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership.	No specific impacts
Gender Reassignment: Issues relating to people who have proposed, started or completed a process to change his or her sex.	No specific impacts
Pregnancy and Maternity: Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.	No specific impacts
Multiple / Cross Cutting Equality Issues Issues relating to multiple protected characteristics.	Potential negative impact on older or disabled homeowners who are not working/retired and cannot afford to maintain their homes.
Equality and Diversity Themes Particularly Relevant to South Ayrshire Council	
Health Issues and impacts affecting people's health	Potential negative effect on the health of homeowners living in properties with extensive disrepair.
Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.	No specific impacts
Rurality Impacts relating to living and working in a rural community	No specific impacts
Deprivation Issues relating to poverty and social exclusion, and the disadvantage that results from it.	Potential negative effect on the quality of housing in deprived areas.

Section Three: Evidence Used in Developing the Proposal

<p>Involvement and Consultation In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who did you involve, when and how?</p>	<p>Discussion with senior Housing Managers within the Council.</p>
<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify <i>what</i> research was carried out or data collected, <i>when</i> and <i>how</i> this was done.</p>	<p>South Ayrshire Housing Need and Demand Assessment 2015-2020.</p>
<p>Partners data and research In assessing the impact set out above what evidence has been provided by partners. Please specify partners</p>	<p>National research on the interrelation between Housing and Health.</p>
<p>Gaps and Uncertainties Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	<p>No</p>

Section Four: Detailed Action Plan to address identified gaps in:

a) evidence and

b) to mitigate negative impacts

No	Action	Lead Officer(s)	Timescale
1	Develop advice and information services for homeowners living in disrepair.	Heather Anderson	Ongoing
2			
3			
4			
5			

Note: Please add more rows as required.

Section Five - Performance monitoring and reporting

Considering the proposal as a whole, including its equality and diversity implications:

When is the proposal intended to come into effect?	2016/17
When will the proposal be reviewed?	Ongoing
Which Scrutiny Panel will have oversight of the proposal?	Leadership Panel

Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Proposal: Reducing Levels of Mixed Tenure Grants to Homeowners

This proposal will assist or inhibit the Council's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<p>Eliminate discrimination The proposal may discriminate against older homeowners who are retired or disabled and who are unable to afford to maintain their homes, i.e older people who are 'property rich but cash poor'.</p>
<p>Advance equality of opportunity</p>
<p>Foster good relations</p>

Summary of Action Plan to Mitigate Negative Impacts	
Actions	Timescale
Develop advice and information services for homeowners living in disrepair, including financial advice.	Ongoing

<p>Signed:Head of Service</p> <p>Date:</p>
