



EQUALITY AND DIVERSITY IMPACT ASSESSMENT

**South Ayrshire Local Housing
Strategy 2011 - 2016**

**SOUTH AYRSHIRE COUNCIL
EQUALITY AND DIVERSITY IMPACT ASSESSMENT 2010**

Section One: Strategy Details

Name of Strategy	South Ayrshire Local Housing Strategy 2010 - 2015
Lead Officer (Name/Position)	Zhan McIntyre, Coordinator, Housing Policy and Strategy
Review Team (Names/Positions)	Zhan McIntyre, Coordinator, Housing Policy and Strategy John Hodge, Policy Officer

What are the main aims of the strategy?	To establish South Ayrshire as the most dynamic, inclusive and sustainable community in Scotland
What are the intended outcomes of the strategy?	<ol style="list-style-type: none"> 1. LHS Outcome 1 People in South Ayrshire can find a suitable place to stay 2. LHS Outcome 2 People in South Ayrshire live in warm, dry, energy efficient homes 3. LHS Outcome 3 People in South Ayrshire are able to access advice and support that allows them to live in the type of accommodation that best suits their needs 4. LHS Outcome 4 Homelessness is prevented for people in South Ayrshire as far as possible and suitable, swift and adequate accommodation, advice and support is available where it cannot be avoided 5. LHS Outcome 5 People in South Ayrshire are proud of their neighbourhoods

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

<p>Will the policy impact upon the whole population of South Ayrshire or particular groups within the population (please specify)</p>	<p>The LHS will impact upon the whole population of South Ayrshire. However, particular groups will be targeted with assistance including:</p> <ul style="list-style-type: none"> • Older people • Younger people • People with physical and mental impairment • People from ethnic minorities
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Considering the following themes, what likely impacts or issues does the strategy have for the group. List any likely positive or negative impacts

Group	Impact
<p>Race Equality Issues relating to ethnic minorities, including gypsy travellers and migrant workers</p>	<p>In terms of direct impacts on people of ethnic minorities we would like to have the following impact:</p> <ul style="list-style-type: none"> • Improving living conditions for gypsy / travellers by identifying and developing a transit site; • Improving partnership working with BME groups.
<p>Gender Equality Issues specific to women or men</p>	<p>In terms of direct impacts on women we would like to have the following impact:</p> <ul style="list-style-type: none"> • Improve support available for women survivors of domestic abuse by ensuring temporary accommodation for this group continues to meet standards set out in the Homeless Persons Unsuitable Accommodation Order 2004.
<p>Disability Equality Issues relating to disabled people</p>	<p>In terms of direct impacts on people with physical impairments, we would like to have the following impact:</p> <ul style="list-style-type: none"> • Improve living conditions for people with physical impairments by making the adaptations process in the social and private sector more efficient; • Improve access to suitable accommodation for people with physical impairments by ensuring a proportion of new build are built to amenity standard and a proportion are built to wheelchair living standard; • Improve support available for people with physical impairments experiencing homelessness by ensuring the accommodation and support requirements of disabled homeless people can be sufficiently catered for; • Improve access to housing advice and

Group	Impact
	<p>information for people with physical impairments by organising a range of outreach events and advice and information designed for this group.</p> <p>In terms of direct impacts on people with learning impairments, we would like to have the following impact:</p> <ul style="list-style-type: none"> • Improve access to housing advice and information for people with learning impairments by organising a range of outreach events and advice and information designed for this group.
<p style="text-align: center;">Age Equality Issues relating to older people or children and young people</p>	<p>In terms of direct impacts on older people, we would like to have the following impact:</p> <ul style="list-style-type: none"> • Improve access to housing advice and information for older people by organising a range of outreach events and advice and information designed for this group; • Expand and improve the housing options available for older people; <p>In terms of direct impacts on younger people, we would like to have the following impact:</p> <ul style="list-style-type: none"> • Improve access to housing advice and information for younger people by organising a range of outreach events and advice and information designed for this group; • Widening housing options for younger people by exploring different housing models suitable to the needs of this group; • Limit the impact of homelessness on young people by ensuring the temporary accommodation we offer to families complies with the requirements of the Homeless Persons Unsuitable Accommodation Order 2004 to protect the well being of vulnerable homeless people. (children, families, pregnant women) • Limit the impact of homelessness on young people by improving the responses to the education and support needs of children when they enter the homeless system
<p style="text-align: center;">Other Groups</p>	<p>We have tried to embed equality and fairness into our overall approach to developing the LHS. We will improve the service offered to each of the groups outlined above, as well as other groups with protected characters (LGBT people, religious beliefs) by securing and delivering equalities training to all appropriate staff</p>

Section Three: Evidence Used in Developing the Policy

Source	Response
<p>In assessing the impact set out above what evidence has been collected from involvement, engagement or consultation?</p> <p><i>Who did you involve, when and how?</i></p>	<p>The Housing Policy and Strategy team consulted with a range of stakeholders in the development of this strategy.</p> <p><u>Housing Need and Demand Assessment (HNDA)</u> Between 2008 and 2010, the Housing Team undertook the Housing Need and Demand Assessment. Information from this was used to inform the development of the Local Housing Strategy.</p> <p>Housing Market Partnership</p> <ul style="list-style-type: none"> ➤ As part of the HNDA, a Housing Market Partnership (HMP) was established, which was made up of a range of stakeholders with an interest in housing. This included colleagues from Community Care, who were able to provide evidence on housing needs of people with physical and learning impairments and older people <p>Correspondence with Equalities Groups</p> <ul style="list-style-type: none"> ➤ As part of the HNDA, correspondence was made with representatives from both corporate groups and non-corporate support groups throughout the data collection process. <p><u>Local Housing Strategy (LHS) Development</u> Between 2009 and 2010, the Housing Team worked with a range of partners to develop the consultation draft of the LHS.</p> <p>As part of the LHS development, five theme groups were established. These groups identified the main priorities for action within the LHS.</p> <p>Out of the five groups, two groups (Balanced Housing Markets and Access, Advice and Support) had a Community Care representatives and OTs who were able to provide information on older people, people with physical and mental impairments.</p> <p>Access, Advice and Support group had a representative from the Youth Team who was able to provide information on younger people.</p> <p>The Homeless group had a representative from the Health Service who was able to provide information on the health needs of homeless people.</p>

Source	Response
	<p>Draft LHS Document Consultation Following preparation of the initial Draft LHS, the document was distributed to a variety of different interest groups for feedback, including:</p> <ul style="list-style-type: none"> ➤ Community Councils ➤ Social Work, Housing and Health services staff ➤ Partner Registered Social Landlords ➤ Voluntary and support agencies ➤ Elected members <p>Findings will be disseminated and factored into the strategy as appropriate.</p>
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>The main source of research undertaken for the LHS was through the HNDA.</p> <p>As part of this, a literature review was carried out to identify what is already known about the needs of these particular groups, and best practise in addressing the needs of these groups.</p>
Have you identified any gaps or uncertainties in our understanding of the issues or impacts that need to be explored further?	<p>Further research into the specific needs of older people and how these will be best met in South Ayrshire will be required.</p> <p>Better relationships with all equalities groups will be developed over time to increase the awareness and understanding of their particular needs, and how best these can be addressed.</p>

On the basis of the above assessment should the strategy go ahead or is further work needed first?

Yes strategy should go ahead

Any comments?

Section Four: Performance monitoring and reporting

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

When will the strategy come into effect?	November 2010
How long will the strategy have effect?	Five years
When will the strategy be reviewed?	Progress will be monitored annually. A review will be carried out in 2012 and again in 2014
Which committee will have oversight of the policy?	Housing Panel
Will any additional staff training be required to put the policy into effect? (please specify)	Yes We will source and implement Equalities Training for all staff within the first 3 years of the strategy.

Impact assessment agreed on (date)	
Content agreed by Head of Service (Name/position)	Kenny Leinster Head of Community Care and Housing