

**South Ayrshire Council      Equality Impact Assessment Scoping**

**1. Proposal details**

Policy Title South Ayrshire Council Local Housing Strategy 2017-2022	Lead Officer Ross Morris, Policy Officer
---	---

**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		X
People from different racial groups, ethnic or national origin.		X
Women and/or men (boys and girls)		X
People with disabilities		X
People from particular age groups for example Older people, children and young people		X
Lesbian, gay, bisexual and heterosexual people		X
People who are proposing to undergo, are undergoing or have undergone a process to change sex		X
Pregnant women and new mothers		X
People who are married or in a civil partnership		X
People who share a particular religion or belief		X
Thematic Groups: Health, Human Rights, Rurality and Deprivation.		X

**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	High positive
Promote equality of opportunity between particular communities or groups	High positive
Foster good relations between particular communities or groups	High positive
Promote positive attitudes towards different communities or groups	High positive
Increase participation of particular communities or groups in public life	High positive
Improve the health and wellbeing of particular communities or groups	High positive
Promote the human rights of particular communities or groups	High positive
Tackle deprivation faced by particular communities or groups	High positive

**4. Summary Assessment**

<b>Is a full Equality Impact Assessment required?</b> (A full EIA must be carried out on all high and medium impact proposals)		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
<b>Rationale for decision:</b> The Local Housing Strategy sets out the Council's plans for housing over the next five years. As such it is likely to have a significant impact on the lives of the people of South Ayrshire. It is therefore necessary to carry out a full Equalities Impact Assessment.			
Signed : .....Head of Service			
Date:	Copy to <a href="mailto:equalities@south-ayrshire.gov.uk">equalities@south-ayrshire.gov.uk</a>		

## SOUTH AYRSHIRE COUNCIL EQUALITY IMPACT ASSESSMENT

### Section One: Proposal Details\*

Name of Proposal	Local Housing Strategy 2017-2022
Lead Officer (Name/Position)	Ross Morris, Policy Officer
Proposal Development Team (Names/Positions)	Ross Morris, Policy Officer Heather Anderson, Housing Policy and Strategy Manager Chris Carroll, Policy Coordinator
Critical friend (s)	Susan Morris, Policy Coordinator

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

What are the main <b>aims</b> of the proposal?	To establish South Ayrshire as the most dynamic, inclusive and sustainable community in Scotland
What are the intended <b>outcomes</b> of the proposal	<ul style="list-style-type: none"> <li>• People across South Ayrshire can find a suitable place to stay.</li> <li>• People across South Ayrshire are able to access advice and support that helps them to meet their housing needs and aspirations.</li> <li>• Homelessness is prevented where possible and suitable accommodation, advice and support are available where it cannot be avoided.</li> <li>• People across South Ayrshire live in well-maintained, energy efficient homes and are proud of their neighbourhoods.</li> </ul>

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

Will the proposal impact upon the whole population of South Ayrshire or particular groups within the population (please specify)	<p>The LHS will impact upon the whole population of South Ayrshire. However, the LHS will seek to address the needs of particular groups including:</p> <ul style="list-style-type: none"> <li>• Older people</li> <li>• Younger people</li> <li>• People with physical and mental impairments</li> <li>• People from ethnic minorities</li> </ul>
--	--

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
<p><b>Race:</b> Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers</p>	<p>The actions set out in the Local Housing Strategy (LHS) will have a positive impact on issues relating to race locally.</p> <p>The Strategy, informed by the HNDA, seeks to address the housing needs and concerns of people throughout South Ayrshire, including BME groups, migrants, asylum seekers, refugees and Gypsy/Travellers during the 5 year period to 2022. Examples include;</p> <ul style="list-style-type: none"> <li>• Reviewing provision for Gypsy/Travellers in South Ayrshire,</li> <li>• Improving engagement with communities,</li> <li>• Ensuring housing and homelessness services are able to appropriately respond to the needs of households from a wide range of ethnic backgrounds and circumstances,</li> </ul>
<p><b>Sex:</b> Issues specific to women or men</p>	<p>The actions set out in the LHS will have a positive impact on gender equality in South Ayrshire.</p> <p>The Strategy identifies and addresses issues specifically affecting people of particular genders.</p> <p>Examples include;</p> <ul style="list-style-type: none"> <li>• Supporting people fleeing domestic violence,</li> <li>• Ensuring housing and homelessness services are able to appropriately and sensitively meet the needs of all households regardless of gender.</li> </ul>
<p><b>Disability:</b> Issues relating to disabled people</p>	<p>A number of key actions in the LHS seek to help households with a disability to achieve positive housing and health outcomes.</p> <p>The Strategy includes plans to address the specific housing needs of people with physical and learning disabilities, and details how we intend to assist people to live independently as far as possible over the next 5 years.</p>

	<p>Related actions include;</p> <ul style="list-style-type: none"> <li>• Exploring opportunities to provide specialist accommodation to meet varying needs;</li> <li>• Ensuring new-build social housing homes are built so they can be easily adapted to meet the changing needs of households;</li> <li>• Providing advice and assistance to enable people to remain in their own homes as far as is practicable;</li> <li>• Making arrangements to meet current and anticipated demand for housing support for service users with a variety of different housing and social care needs;</li> <li>• Ensuring all policy developments required by the implementation of the Strategy consider protected characteristics including Disability.</li> <li>• Ensuring housing services are able to respond appropriately and sensitively to the needs of all households.</li> </ul>
<p><b>Age:</b> Issues relating to a particular age group e.g. older people or children and young people</p>	<p>The Strategy will positively impact on the lives of people throughout South Ayrshire, with consideration being given to specific issues impacting on people of particular ages.</p> <p>The Strategy considers issues relating to an ageing population, and puts in place arrangements to respond to the needs of this changing demographic. This includes;</p> <ul style="list-style-type: none"> <li>• Exploring opportunities to provide specialist accommodation to meet varying needs;</li> <li>• Ensuring new-build social housing homes are built so they can be easily adapted to meet the changing needs of households;</li> <li>• The provision of assistance and advice to enable people to remain in their own homes as far as practicable.</li> <li>• Arrangements to meet current and anticipated demand for support from individuals with a variety of different needs;</li> <li>• Ensuring housing services are able to appropriately and sensitively meet</li> </ul>

	<p>the needs of all households regardless of age</p> <p>The Strategy also considers the housing and support needs of young people and children. This includes;</p> <ul style="list-style-type: none"> <li>• Ensuring the needs of children in households experiencing homelessness or housing need are considered in South Ayrshire Council housing policies and practices;</li> <li>• Meeting the needs of families and young people fleeing violence;</li> <li>• Ensuring young people leaving foster care or entering their first tenancy are given appropriate education and support to prepare for and sustain their accommodation,</li> <li>• Offering housing advice and education tailored for young people.</li> </ul> <p>As the Welfare Reform agenda will have an impact on single adults under the age of 35, the LHS also includes a commitment to develop an action plan to mitigate the impact on this group's ability to find accommodation.</p>
<p><b>Religion or Belief:</b> issues relating to a person's religion or belief (including non-belief)</p>	<p>South Ayrshire Council is committed to mainstreaming equalities and ensuring sensitivity to the cultural and religious beliefs of people across South Ayrshire.</p> <p>While the LHS is unlikely to have a disproportionate impact on people based on their religious belief, consideration will be given in the implementation of the action plan as to how housing policies and practices might directly or indirectly affect people of various cultural or religious backgrounds.</p>
<p><b>Sexual Orientation:</b> Issues relating to a person's sexual orientation i.e. lesbian, gay, bi-sexual, heterosexual</p>	<p>With regard to sexual orientation, the LHS is committed to ensuring housing policies and practices act to eliminate discrimination and stigma experienced by people from all sexual orientations.</p> <p>While the LHS is unlikely to have a disproportionate impact on people based on their sexual orientation, consideration will be given in the implementation of the action plan as to how housing policies and practices might directly or indirectly impact on people of various sexual orientations.</p>

<p><b>Marriage and Civil Partnership:</b> Issues relating to people who are married or are in a civil partnership.</p>	<p>The LHS is unlikely to have a disproportionate impact on people based on their marital status.</p>
<p><b>Gender Reassignment:</b> Issues relating to people who have proposed, started or completed a process to change his or her sex.</p>	<p>South Ayrshire Council's LHS is committed to ensuring equality for all people seeking to meet their housing needs.</p> <p>While the LHS is unlikely to have a disproportionate impact on people based on their gender identity, consideration will be given in the implementation of the action plan as to how housing policies and practices might directly or indirectly affect people of any gender.</p> <p>Consideration will also be given to issues of community safety, removing stigma and ensuring equality of access with regard to people of any gender.</p>
<p><b>Pregnancy and Maternity:</b> Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.</p>	<p>The LHS is unlikely to have a disproportionate impact on people who are pregnant or who have recently had a baby.</p>
<p><b>Multiple / Cross Cutting Equality Issues</b> Issues relating to multiple protected characteristics.</p>	<p>The LHS is committed to supporting people to meet their housing needs regardless of any factors related to equalities issues.</p> <p>Our LHS seeks to ensure everyone in South Ayrshire receives an equitable service that helps them to meet their housing needs.</p>

<b>Equality and Diversity Themes Particularly Relevant to South Ayrshire Council</b>	
<p><b>Health</b> Issues and impacts affecting people's health</p>	<p>There are clear links between housing and health. On a basic level, improvements to housing – whether public or private – are likely to have a positive impact on people's physical well-being.</p> <p>Furthermore, improvements to housing and neighbourhoods are likely to have a positive impact on the mental wellbeing of people. Ensuring people are supported to live independently in sustainable tenancies is a key overarching aim of the LHS, and as such</p>

	<p>there is a clear desire to have a positive impact on the health of those living in our communities. Because of this link between good housing and wellbeing, housing policies can also negatively impact on some individuals or communities more than others.</p> <p>As such, care must be taken to ensure that communities, service providers and their representatives are appropriately consulted on proposed policies and practices in order to mitigate these issues.</p>
<p><b>Human Rights:</b> 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.</p>	<p>The LHS supports people’s human rights, including the right to respect for private and family life. The Strategy will also help reduce stigma and discrimination against particular communities by mainstreaming equalities and supporting equality of access to services.</p>
<p><b>Rurality</b> Impacts relating to living and working in a rural community</p>	<p>As a significant proportion of the population of South Ayrshire lives in rural and semi-rural areas, the proposals put forward in the LHS will have an impact on rural communities. As such, consideration has been given to ensure that any issues likely to disproportionately impact on rural communities are negated as far as possible.</p>
<p><b>Deprivation</b> Issues relating to poverty and social exclusion, and the disadvantage that results from it.</p>	<p>The links between housing and social exclusion are considerable. Housing has a key role to play in responding to the multi-dimensional and dynamic nature of social exclusion, whether that relates to households’ ability to participate fully in society economically, their proximity to employment and amenities or their involvement with their families and communities.</p> <p>As such, the outcomes of the LHS intend to make a positive impact on the social inclusion of households in South Ayrshire.</p>

### Section Three: Evidence Used in Developing the Proposal

#### **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**?

The development of the LHS has involved consultation with a wide range of stakeholders including tenants, residents and service providers.

**Steering groups:** The key topics of the Strategy were split into three thematic groups, and for each thematic group a steering group was established. These steering groups were made up of local stakeholders and service providers, including;

- RSLs
- Housing advice providers
- Housing support providers
- Women's Aid
- NHS
- Alcohol and Drug Partnership
- Private Developers
- Scottish Government Housing Supply Division
- Energy Agency
- Letting agents
- Voluntary Action South Ayrshire
- Representatives of various SAC departments including Housing Policy, Housing Operations, Planning, Waste Management, Occupational Therapists, Anti-social Behaviour, Communities Learning and Development, Community Safety, Children and Families and Estates.

These groups met throughout the development of the LHS, providing feedback based on their knowledge and experience.

**Community:** The consultation process also involved engagement with the wider community of South Ayrshire. Local discussion sessions took place between October 2015 and October 2016. In total, 11 public consultation sessions based around thematic topics took place in Ayr, Prestwick, Troon, Maybole and Girvan.

Information about the sessions was sent to all community groups within South Ayrshire for distribution to their members, Community Councils, voluntary organisations, all private rented sector (PRS) landlords in South Ayrshire, BME groups operating in South Ayrshire as well as being distributed through the Council's website, Facebook page and Twitter.

Posters were distributed throughout Council buildings, as well as being posted in libraries, shops and GP surgeries throughout South Ayrshire.

Discussion sessions were held at varying times – with afternoon and evening sessions available for each broad topic area. All venues were considered with regard to their accessibility – in terms of physical accessibility, cultural issues and in terms of transport links.

**Hard to reach groups:** Further consultation took place with people who would normally be less likely to attend public consultations, including those in recovery from drug and alcohol addiction, people living (or with experience of living) in temporary accommodation and tenants of sheltered housing.

**Community and Locality Planning:** The Community Planning Executive Group, Community Planning Board and Locality Planning Groups have inputted to the development of the LHS at various stages in the process.

**Online survey:** In conjunction with the local discussion sessions, an online survey was distributed widely throughout South Ayrshire. Information about the survey was distributed to all community groups within South Ayrshire for distribution to their members, voluntary organisations, Community Councils, all PRS landlords in South Ayrshire, all tenants of South Ayrshire Council, BME groups operating in South Ayrshire as well as being distributed through the Council's website, Facebook page and Twitter.

This has resulted in households from a wide variety of backgrounds getting in touch to share their views on housing and neighbourhoods in South Ayrshire.

The views given throughout this consultation were used by our Steering Groups to guide the development of the LHS.

**Equalities Review Group:** An Equalities Review Group was established to consider the actions set out in the LHS – including representatives from LGBT Youth Scotland, Ayrshire College, Housing Services, Policy and Performance and South Ayrshire Woman's Aid. This group met to offer comments on the delivery of the LHS actions and how equalities considerations might be better mainstreamed into the services we provide.

<p><b>Data and Research</b> 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>The LHS is supported by an analysis of Housing Need and Demand that takes into account the needs of a variety of groups. This analysis also provides contextual data about the shifting demographics within the local authority area. The HNDA was compiled using a range of primary and secondary data sources, and this supported by consultation as detailed above.</p>
<p><b>Partners data and research</b> In assessing the impact set out above what evidence has been provided by partners. Please specify partners</p>	<p>In the development of the Local Housing Strategy, a Housing Supply Group was formed with representatives from:</p> <ul style="list-style-type: none"> <li>• South Ayrshire Council (Housing Operations, Policy &amp; Strategy Team, Planning and Community Care);</li> <li>• The Scottish Government Housing Supply Division</li> <li>• Ayr Renaissance</li> <li>• Homes for Scotland;</li> <li>• RSL's; and</li> <li>• Private Developers</li> </ul> <p>The role of the Housing Supply Group was to inform our intended actions in relation to Housing Supply over the next five years, and met between October 2015 and June 2016.</p> <p>Many of these partners were also involved in a Housing Market Partnership (HMP) which had a key role in developing our HNDA. The Housing Market Partnership and its Housing Supply sub-group involved consultation with a range of stakeholders including representatives from within South Ayrshire Council (SAC Housing Policy and Strategy Team, SAC Planning, SAC Community Engagement, SAC Community Planning Partnership, RSLs operating in the area (Ayrshire Housing, West of Scotland Housing Association, Blackwood Homes, Hanover (Scotland) Housing Association).</p> <p>The role of the HMP was to inform and shape the assessment of housing need across the many interconnected facets of the local housing market area. This group met between January 2014 and August 2014 and provided feedback throughout the development of the HNDA.</p>
<p><b>Gaps and Uncertainties</b> Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</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	None		
2			
3			

**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?	1 January 2017
When will the proposal be reviewed?	From approximately 2021
Which Scrutiny Panel will have oversight of the proposal?	Leadership Panel

## Summary Equality Impact Assessment Implications & Mitigating Actions

**Name of Proposal:** .....South Ayrshire Council Local Housing Strategy 2017-2022.....

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

<p><b>Eliminate discrimination</b>                  The Local Housing Strategy (LHS) seeks to mainstream equalities in its overarching aims and outcomes, as well as ensuring that any subsequent action points do not disproportionately disadvantage one group or community over another. South Ayrshire Council is committed to eliminating discrimination and stigmatisation and the LHS will play a positive role in contributing towards this vision.</p>
<p><b>Advance equality of opportunity</b>                  The Strategy is inclusive and ensures equality of opportunity to access housing services by all protected characteristics within the Council’s communities. The policies, practice and direction of travel within the Strategy will support social inclusion and development of cohesive communities.</p>
<p><b>Foster good relations</b>                  The LHS seeks to take into account the issues facing the various communities living and working in South Ayrshire. By ensuring that communities’ voices are heard and taken into account, the LHS aims to foster good relations with the communities we serve.</p>

<b>Summary of Action Plan to Mitigate Negative Impacts</b>	
<b>Actions</b>	<b>Timescale</b>
<b>None</b>	

<p><b>Signed:</b> .....<b>Head of Service</b></p> <p><b>Date:</b> .....</p>
---