

South Ayrshire Council
Equality Impact Assessment including Fairer Scotland Duty

Section One: Policy Details*

Name of Policy	Local Housing Strategy (LHS) 2024-2029
Lead Officer (Name/Position)	Laura Thomson, Co-ordinator, Housing Policy and Strategy
Support Team (Names/Positions) including Critical Friend	Emma Douglas, Co-ordinator, Housing Policy and Strategy Chris Carroll, Co-ordinator, Housing Policy and Strategy Kevin Anderson, Service Lead, Performance and Community Planning Geraldine McGivern, Equalities Officer

*The term Policy is used throughout the assessment to embrace the full range of policies, procedures, strategies, projects, applications for funding or financial decisions.

What are the main aims of the policy?	<p>The LHS is at the heart of the arrangements for housing and planning through its links with Development Plans and its strategic role in directing investing in housing and housing related services.</p> <p>It sets the strategic vision for the delivery of housing and housing related services and the outcomes that it will seek to achieve.</p>
What are the intended outcomes of the policy?	<ul style="list-style-type: none"> • People across South Ayrshire can find a good quality home that they can afford, that meets their needs and is in an area where they feel safe and connected; • People across South Ayrshire have a sense of identity and belonging in the places where they live. South Ayrshire's places are distinctive, safe, easy to move around, welcoming, adaptable, resource efficient and impact positively on those who use them; • The possibility of homelessness is identified by a range of services at an early stage and homelessness prevention methods are utilised to assist. Good quality accommodation, advice and support will be available where it cannot be avoided; • People with particular needs are able to live with freedom, choice and control in a home that maximises their health, wellbeing and independence; and

	<ul style="list-style-type: none"> • People across South Ayrshire live in warm, dry, energy efficient homes which they can afford to maintain.
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Section Two: What are the Likely Impacts of the Policy?

<p>Will the policy impact upon the whole population of South Ayrshire and/or particular groups within the population? (please specify)</p>	<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"> • Disabled People • People with learning disabilities • People who are vulnerable, frail, living with dementia, needing support to remain at home/living in the community • Gypsy/Travellers • Travelling Showpeople • People with autism • People with mental health problems • People with complex needs • People leaving supported accommodation • People who require supported accommodation • Young people transitioning to independent living for the first time • Ethnic minorities, including migrants, asylum seekers and refugees • Lesbian, Gay, bisexual and transgender people.
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the policy have for the group or community?

List any likely positive and/or negative impacts.

Protected Characteristics	Positive and/or Negative Impacts
<p>Age: Issues relating to different age groups 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"> • Exploring opportunities to provide further supported accommodation models. • Ensuring new build units provide lifetime homes that can be easily adapted to meet changing needs.

	<ul style="list-style-type: none"> • Reviewing housing solutions for older people and considering good practice models from across the country. • Exploring the long-term role of sheltered housing and need and demand for very sheltered housing. • Providing repair, improvement and adaptation advice and assistance to homeowners and tenants across South Ayrshire. • Ensuring Housing Services and partner agencies have a comprehensive understanding of The Promise and embed The Promise values in their approach. • Working in partnership with HSCP to provide training opportunities for young people living in children's houses to prepare them for independent living.
<p>Disability: 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 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"> • Exploring opportunities to provide further supported accommodation models. • Ensuring new build units provide lifetime homes that can be easily adapted to meet changing needs. • Providing repair, improvement and adaptation advice and assistance to homeowners and tenants across South Ayrshire. • 20 units of affordable wheelchair accessible housing are developed per year (to be reviewed annually through the SHIP). • Working effectively with HSCP to ensure early interventions prevent housing crisis and housing solutions meet the needs of the household.
<p>Gender Reassignment – Trans/Transgender: 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</p>

	<p>action plan as to how housing policies and practices might directly or indirectly affect people of any gender.</p>
<p>Marriage and Civil Partnership: 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>Pregnancy and Maternity: Issues relating to woman who are pregnant and/or on maternity leave</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>Race: Issues relating to people from different racial groups,(BME) ethnic minorities, including Gypsy/Travellers</p>	<p>The actions set out in the 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 2028. Examples include:</p> <ul style="list-style-type: none"> • Improving engagement with communities, • Consider transit site provision that supports the cultural needs of the Gypsy/Traveller communities travelling through South Ayrshire, • Provision of wellbeing and welfare checks for those occupying unauthorised encampments • Provision of support to those housed through resettlement programmes in South Ayrshire.
<p>Religion or Belief: 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>Sex: Gender identity: Issues specific to women and men/or girls and boys</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>An example include;</p> <ul style="list-style-type: none"> • Develop a domestic abuse policy and procedure for use by Housing Services.
<p>Sexual Orientation: Issues relating to a person's sexual orientation i.e. LGBT+, heterosexual/straight</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>

Equality and Diversity Themes Relevant to South Ayrshire Council

<p>Health 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 health and wellbeing.</p> <p>Furthermore, improvements to housing and neighbourhoods are likely to have a positive impact on the mental wellbeing of people.</p> <p>Ensuring people are supported to live independently in sustainable tenancies is a key overarching aim of the LHS, and as such 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>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.</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>

Socio-Economic Disadvantage	
<p>Low Income/Income Poverty: Issues: cannot afford to maintain regular payments such as bills, food and clothing.</p>	<p>There will be a positive impact for those who have a low income or are living in income poverty.</p> <p>An example of this is the installation of energy efficiency measures which will impact positively on the cost of heating a home.</p> <p>The Local Housing Strategy links with the Council Plan which aims to reduce poverty and inequality.</p>
<p>Low and/or no wealth: Issues: enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future</p>	<p>There will be a positive impact for those with low and/or no wealth. The Local Housing Strategy links with Local Development Plan 2 and together they direct investment in new housing.</p> <p>Housing new build development and retrofitting programmes will create jobs, provide apprenticeships and other training opportunities, and provide more energy-efficient homes for those who need them.</p>
<p>Material Deprivation: Issues: being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies</p>	<p>There will be a positive impact for those who have a low income or are living in income poverty. The Local Housing Strategy links with the Council Plan which aims to reduce poverty and inequality.</p>
<p>Area Deprivation: Issues: where you live (rural areas), where you work (accessibility of transport)</p>	<p>There will be a positive impact for those who have a low income or are living in income poverty. The Local Housing Strategy will support work to address area deprivation and links with the Council Plan which aims to reduce poverty and inequality.</p>

Section Three: Evidence Used in Developing the Policy

<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>The development of the LHS has involved consultation with a wide range of stakeholders including tenants, residents and service providers.</p> <p>An online survey was distributed in July 2022 to communities across South Ayrshire.</p> <ul style="list-style-type: none"> • 14% of respondents told us they had a disability • 6 respondents told us they use a wheelchair some of the time • 4 respondents told us they are veterans • 61 respondents told us they are key workers • 11 respondents told us they are care experienced <p>A range of services were also invited to complete the online survey including housing support providers, ADP, Minority Group Officer, Housing Services, Veterans First Point, Corporate Parenting Lead Officer, Community Learning and Development and Employability and Skills.</p> <p>The key topics to be included within the strategy were split across three theme groups. These groups were made up of relevant stakeholders and service providers including:</p> <p>Housing Support Providers Housing Services and Housing Policy and Strategy RSL Partners Corporate Parenting Lead NHS ADP Health and Social Care Partners Improvement Service Thriving Communities Voluntary Action South Ayrshire Veterans First Point Ayrshire and Arran Minorities Group Officer Womens Aid</p> <p>These theme groups met in person and online to share knowledge and experiences that would allow for outcomes and actions to be formulate.</p> <p>Letters were sent to our local Registered Tenants Organisations to offer opportunities to participate and discussions were held with our involved tenants via our Tenant Participation Monitoring Group.</p>
<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other</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</p>

<p>data. Please specify what research was carried out or data collected, when and how this was done.</p>	<p>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>Partners data and research In assessing the impact(s) set out in Section 2 what evidence has been provided by partners? Please specify partners</p>	<p>During the development of the Housing Need and Demand Assessment a Housing Market Partnership was formed with a key role in providing and assessing data to inform decision making. Partners included:</p> <ul style="list-style-type: none"> • SAC Corporate Policy, Performance and Community Planning • Planning • Housing Policy and Strategy • Housing Services • Economic Development • Research and Intelligence • Planning and Performance, Health and Social Care Partnership • Economy and Regeneration <p>Many of these partners continued to be involved in the development of the LHS which is informed by the data within the Housing Need and Demand Assessment.</p> <p>Three theme groups, involving a wider range of professionals from various partners organisation, then informed the outcomes and actions within the LHS by representing the groups that they support.</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>There has been no gaps or uncertainties identified.</p>

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

- a) evidence and**
- b) to mitigate negative impacts**

No.	Action	Responsible Officer(s)	Timescale
1			
2			
3			

4			

Note: Please add more rows as required.

Section Five - Performance monitoring and reporting

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

When is the policy intended to come into effect?	August 2024
When will the policy be reviewed?	2029
Which Panel will have oversight of the policy?	South Ayrshire Cabinet 29 th August 2023

Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Policy: Local Housing Strategy 2024 - 2029

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

Eliminate discrimination

The 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.

Advance equality of opportunity

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.

Foster good relations

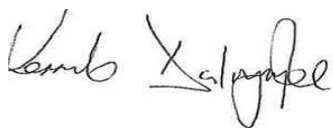
The Strategy is inclusive and ensures equality of opportunity to access housing services by all protected characteristics within the Council's communities. The policies, practice and direction of travel within the Strategy will support social inclusion and development of cohesive communities.

Consider Socio-Economic Disadvantage (Fairer Scotland Duty)

The delivery of the outcomes and actions within this Strategy will support those who are socio-economically disadvantaged. This can be achieved by improving the quality and energy efficiency of housing and the places where people live.

Summary of Key Action to Mitigate Negative Impacts

Actions	Timescale



Signed:

Date: 20/07/2023

Print Name: Kenneth Dalrymple, Assistant Director, Housing and Operations