



Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

Step 1

Name of Proposal (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions):

Committee Report – Market Acquisition & Disposal

Step 2

Is this only a **screening** Equality Impact Assessment

No

(A) If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

(i) It does not impact on people

Yes/No

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics

Yes/No

(iii) It is for information only

Yes/No

(iv) It is reflective e.g. of budget spend over a financial year

Yes/No

(v) It is technical

Yes/No

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment

Yes

Is this a Fairer Scotland Duty Assessment

No

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

Step 3

(i)Lead Directorate/Service:

Vibrant Communities and Sustainable Growth - Housing

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

No

(iii)What is the aim of the proposal? Please give full details.

This report provides an update on the Open Market Acquisition (OMA) Scheme (Report 464/14 and 307/15 refers) and the Disposal & Buyback for Majority Share (DBMS) programme (Report 117/18 refers). It seeks approval for both to be updated, expanded, and continued. It sets out acquisitions and disposals to date, the reasons for updating and expansion plus detail of the increased grant amounts.

Both contribute to the Council's Strategic Housing Investment Plan.

(iv)Is it a new proposal? No Please indicate OR

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? Yes Please indicate

Yes – it updates two existing initiatives.

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees	No
Job Applicants	No
Service users	Yes
Members of the public	Yes

Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:

Internal / external data (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

The Housing Need and Demand Assessment (HNDA) provides an assessment of the total requirements for all tenures of housing, by size and type, including specialist and particular needs housing, over a 20 year period with a specific ten year focus on

housing requirements. It uses a range of national and local datasets to inform Housing Supply Targets (HST) for the Local Housing Strategy and supports the Council to develop the Strategic Housing Investment Plan (SHIP), report 384/22 refers to SHIP covering period 2023/24 – 2027/28. The Housing Delivery topic paper summarises the key evidence, trends, issues and challenges in relation to the housing market. <https://www.angus.gov.uk/sites/default/files/2023-01/Housing%20Delivery.pdf>

The Open Market Acquisition (OMA) scheme and the Disposal & Buyback for Majority Share (DBMS) programme contribute to and are part of the delivery of the SHIP which is updated annually.

Internal / external consultation (e.g. with staff, trade unions and any other services affected).

We have a range of internal and external mechanisms that we use for consultation about the delivery of the SHIP.

The Housing, Health and Social Care Strategic Planning Group meets on a quarterly basis and includes representatives from the Council's housing service, Registered Social Landlords (RSL) and Health and Social Care Partnership. A core function of the group is to ensure the LHS and the Strategic Plan for Health and Social Care are aligned and put in place arrangements whereby the need for specialist provision can be identified, prioritised and reflected within the organisational delivery plans such as the SHIP.

The Housing Supply and Placemaking Group set up as one of three LHS Implementation Groups, also meets bi-annually. It involves a range of partners and stakeholders and monitors progress against the actions within Strategic Outcome 1 'The supply and availability of good quality, affordable housing is improved' to ensure they are delivered within the required timescales. It includes monitoring of the target to deliver 120 new affordable homes per annum.

There are local arrangements in place to specifically discuss and feedback housing need issues of people with a disability which directly feed into delivery of the SHIP. Local community housing team officers, housing policy officers, housing technical officers, occupational therapy and RSLs all feed into this process.

The SHIP is developed and implemented through close partnership working with RSLs. RSLs are represented on the Council's Affordable Housing Delivery Group which is specifically focused on the delivery of the SHIP. Each year partners bring forward SHIP project proposals which are assessed alongside council projects by a housing and planning group. The group assesses the projects against the SHIP prioritisation framework. RSLs will also bring forward open market acquisitions which they identify as being beneficial in terms of their demand and stock requirements.

In terms of the pilot of disposal for shared equity, due to wider market pressures (cost of living crisis/inflation), there may be a potential shift in the possible customers for intermediate tenures due to diminishing affordability / lending levels i.e. previous market buyers may be looking for intermediate tenures. This has been a view expressed by an RSL partner.

Since inception all purchases and disposals have been identified and approved using our agreed templates and spend monitored. Information gained during the operation of both initiatives has been used to inform this committee report.

Other (general information as appropriate).

Information about both current initiatives can be found via this link and will be updated following the outcome of committee

https://www.angus.gov.uk/housing/private_housing/support_for_home_owners/open_market_acquisition_scheme_and_buy_back_initiative

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? Not specific to this report as it relates to purchase and disposal of property, however gaps were identified and included in the SHIP 2023/24 – 2027/28 EIA.

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

Step 7: Are there potential differential impacts on protected characteristic groups?

Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

Age

Impact

Open market acquisitions contribute to the provision of housing suitable for all age groups. Whilst disposal of stock reduces provision there is a need to manage stock in a way which meets need. For example, it is prudent to dispose of property which is within a multi tenure block where the council has a minority share and purchase a property in a block which the Council has a majority share. To date there has been a net increase of 55 properties (68 purchased and 13 disposals). It is anticipated that it will have a positive impact for anyone of any age who has a housing need. Specifically, housing for families can have a positive impact to lessen adverse childhood experiences through insecure and unstable housing circumstances which are known to be one of the root causes of youth homelessness. Increasing the number of smaller types of housing according to demand figures is a priority and will specifically have a positive impact for older and younger people alike as they typically require smaller types of accommodation.

Additionally, the pilot of disposal for shared equity may have a positive impact providing an affordable owner occupier solution for older and younger people where the household have capacity to purchase a property at market entry level. To date out of the 13 disposals, 11 have been of one- and two-bedroom size. The most expensive was a two bedroom which sold for £115,000. Applying a typical 60% (£69,000) and 80% (£92,000) equity stake to that particular property makes it an affordable solution for some of our customers on a modest income level (currently £30,395 single and £45,029 joint).

Age is considered as part of the demographic data for the HNDA

Disability

Impact

Open market acquisitions contribute to the provision of housing suitable for people with a disability and will have a positive impact for those customers. To date there have been 10 purchases of properties which were to meet an identified medical need. Properties of all sizes which meet a medical need are a priority on our property scoring assessment matrix across all Angus. The criteria for the OMA scheme already enables the purchase of homes where the occupant has a high medical priority for rehousing to support the move for a customer into a home which meets their assessed needs. If approved this will be extended to the DBMS programme. Meeting the need of customers who have a disability is a priority for the LHS.

Gender reassignment

Impact

Unknown

Marriage and Civil Partnership

Impact

Open market acquisitions and the pilot of disposal for shared equity may have a positive impact. Relationship breakdown continues to be the most common reason for homeless applications which may result in the need for additional accommodation. Providing more homes will assist with this generally. People leaving the 'family' home tend to seek smaller types of accommodation and one-bedroom properties are a priority on our property scoring assessment matrix across all Angus. Additionally, the pilot of disposal for shared equity may provide an affordable owner occupier solution where a family home has had to be sold and members of the household have capacity to purchase separate homes albeit at a lesser amount.

The HNDA considers household profile trends and newly forming households in its methodology for calculating need and demand.

Pregnancy/Maternity

Impact

Open market acquisitions may have a positive impact. Providing more homes will assist with this generally. The HNDA considers population trends and newly forming households in its methodology for calculating need and demand.

Race - (includes Gypsy Travellers)

Impact

Open market acquisitions may have a positive impact. Providing more homes may assist provide a home for some Gypsy Travellers who may wish to be 'settled' in a house.

Religion or Belief

Impact

Unknown

Sex

Impact

Open market acquisitions may have a positive impact. Providing more homes will assist with this generally. The HNDA considers housing need because of homelessness and domestic abuse. While both males and females can be affected by domestic abuse a significantly larger percentage of applications are made by females.

Sexual orientation

Impact

Unknown

Step 8: Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

None.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

The Open Market Acquisition (OMA) scheme and the Disposal & Buyback for Majority Share (DBMS) programme contribute to and are part of the delivery of the SHIP which is updated annually.

The SHIP is developed and implemented through close partnership working with RSL and the Angus Health and Social Care Partnership. Each RSL has mechanisms in place to engage with their customers. Housing demand, including individual housing need is factored into the development of the SHIP and the property scoring assessment matrix. The council has a Tenant & Community Engagement Strategy. As part of that a tenants' steering group meets regularly to share their views about the Housing Service including the delivery of affordable housing of which open market acquisitions are part of. There are number of other mechanisms in which we inform and engage with a range of customers including using social media i.e. our housing news blog and registered tenants' organisations. Additionally, information about both current initiatives can be found on the council's website as specified in section 5 of this EIA.

Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?

n/a

Step 10: If a potentially negative impact has been identified, please state below the justification.

n/a

Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

Open market acquisitions provide a range of housing suitable for all members of our communities. Properties are assessed according to housing demand and advances equality of opportunities for children, young people, older people, people with a disability, men, women, gypsy travellers and ex-offenders.

Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?

See above

Step 13: FAIRER SCOTLAND DUTY

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?

Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.

Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from Covid-19.

Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.

Low and/or No Wealth (e.g. those with 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).

Impact

Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

Impact

Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport)).

Impact

Socio-economic Background i.e. social class including parents' education, people's employment and income.

Impact

Other – please indicate

Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.

Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?

The EIA will be reviewed when a further committee report is required.

Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

This EIA will be published on the council's website alongside this committee Report.

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

Prepared by: Jacky Adamson, Team Leader (Housing Policy), Enablement Team

Reviewed by: Doreen Phillips, Snr Practitioner (Equalities)

Approved by: Alison Smith, Director VC&SG 15/5/23

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.
