



## APPENDIX 3

### Equality Impact/Fairer Scotland Duty Assessment Form

#### Step 1

Name of Proposal - **Strategic Housing Investment Plan (SHIP) 2024/25 – 2028/29**

#### Step 2

Is this only a **screening** Equality Impact Assessment **No**

**(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**

#### 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.

**The Housing (Scotland) Act 2001, Part 5, sets out the strategic housing functions of local authorities. Local authorities are required to produce a Local Housing Strategy (LHS) that sets the strategy, priorities and plans for the delivery of housing and related service. This must be supported by an assessment of housing provision including the need and demand for housing. The Angus LHS 2023-2028 was approved by Communities Committee in May 2023. The SHIP is an operational document which sets out the council's affordable housing priorities, as the strategic housing authority, over the next 5 year period from 2024/25 to 2028/29.**

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

**The SHIP sets out the council's strategic investment priorities for affordable housing over a 5-year period to achieve the priorities and outcomes set out in the LHS 2023-28. It is the document used to set out which projects require Scottish Government Affordable Housing Supply Programme (AHSP) funding support and any projects which are to be provided without funding support.**

It informs both Scottish Government investment decisions and the preparation of a Strategic Local Programme Agreement (SLPA) that sets out the planned programme across the council and Registered Social Landlord partners.

Projects can be new build units (including 'off the shelf' purchases from developers), acquisition of 'second hand' stock for sale on the open market, and remodelling/conversion of existing stock.

The SHIP contains two elements, a narrative and a table listing the projects which are input on to the Scottish Government system (HARP). Specifically, the council needs to provide:

- a statement on its alignment with the LHS, demonstrating that investment priorities identified in the SHIP are consistent with what the council outlined in the LHS (and any subsequent updates), and how the SHIP priorities will contribute to delivery of LHS Outcomes
- a summary of the methodology used to prioritise projects
- a summary of housing investment priorities in terms of house size, including any identified need for larger family housing and how the council is addressing this.
- a short summary of the council's investment priorities for housing in town centres
- a summary of the use of different methods of construction in the delivery of affordable housing priorities locally and any plans within the council area to facilitate and support efficient delivery of projects through collaboration on (a) design/mass customisation and (b) procurement for all construction methods
- a summary of the council's plans to purchase existing properties to bring in to the affordable sector and meet immediate housing requirements
- a summary of specialist provision housing that will be delivered over the period of the SHIP. This should include information on particular priorities by size, tenure and type including information on the groups this aims to support for example disabled people, people leaving supported accommodation or who require supported accommodation amongst others. This section should also include summary information on the all-tenure wheelchair accessible housing target and what progress the local authority has achieved for the delivery of this.
- details of development constraints on projects and details of how the local authority has responded to and resolved these constraints prior to the site start date.
- details on how the council's own resources and other funding are supporting the delivery of affordable housing in its area
- details of progress towards the delivery of its AHSP across all tenures by completions
- a statement that strategic housing priorities are aligned and are consistent with Rapid Rehousing Transition Plan priorities
- details of affordable housing projects that are aligned with action to tackle child poverty in the local authority area, including any need for housing for larger families, aligned with wider activity captured in the Local Child Poverty Action Report.
- details of any empty homes services and actions to bring homes back into use
- details of how Council Tax on Second and Empty Homes has been used to assist affordable housing including support to registered social landlords and communities to bring forward affordable housing.
- details of how Developer Contributions have been used to assist affordable housing

- the type and level of consultation undertaken with RSLs, communities, developers and other stakeholders in developing the SHIP and how this has helped with the development of strategic investment priorities
- outline of capital works planned on Gypsy/Traveller sites and whether funding has been sought through the Gypsy/Traveller Accommodation Fund
- an outline of any housing projects where funding has been or will be sought from the Vacant and Derelict Land Investment Programme or Housing Infrastructure Fund projects
- Any specific requirements for key worker housing and the actions that the council or its registered social landlord partners will take forward over the period of the SHIP.

(iv) Is it a new proposal?

**Yes – for 2024/25 - 2028/29**

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

**Yes - the SHIP is updated on an annual basis. Projects often span over several iterations of annual SHIPs**

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

Please indicate all which apply:

Employees	<b>No</b>
Job Applicants	<b>No</b>
Service users	<b>Yes</b>
Members of the public	<b>Yes</b>

**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**

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 LHS and supports the Council to develop the SHIP.

The table below shows the process and data used to examine the housing market and inform the HNDA outputs. Consultation with a range of stakeholders has taken place throughout the development of the HNDA to sense check data outputs. This included

Primary Research (large scale household survey, April 2021) to provide consistent, current and reliable intelligence on the extent and nature of housing need and demand in Angus, providing a solid evidence-base for and built into the secondary data (HNDA Core Output Stages 1 to 4). This was complimented by Stakeholder Engagement Workshops (May & December 2021), further building the evidence-base and assisting in the validation of the Core Outputs and housing estimates. The HNDA received robust and credible status in May 2023. The analysis is available <https://www.angus.gov.uk/sites/default/files/2023-01/Housing%20Delivery%20Appendix%201%20Angus%20Housing%20Need%20and%20Demand%20Assessment%20%28HNDA%29%20Analysis.pdf>

Stage 1: Demographic and Economic Context	Step 1.1 Demography and Household Types	-Population and Household Profiles -Demographics (age, gender and ethnicity) -Household Composition -Migration trends
	Step 1.2 National and Local Economic Policy	-Economic profile (sectors)
	Step 1.3 Employment Levels and Structures	-Employment profile (occupations types)
	Step 1.4 Incomes and Earnings	-Household Incomes Profile
Stage 2: Housing Stock	Step 2.1 Dwelling Profile	-Housing type, size, tenure -Housing location -Vacancy rates and second homes
	Step 2.2 Stock Condition	-Condition of homes
	Step 2.3 Shared housing and communal establishments	-Shared properties -Condition of shared homes
Stage 3: Market Activity	Step 3.1 Cost of buying or renting a property	-Cost of housing across all sectors
	Step 3.2 Affordability of Housing	-Comparison of lowest quartile prices to lowest quartile incomes
	Step 3.3 Over-crowding and under occupation by tenure	-Current levels of over-crowding and under-occupation
	Step 3.4 Vacancies, turnover rates and available supply by tenure	-Annual stock turnover
Stage 4: Bringing the evidence together	Step 4.1 Mapping market characteristics	-Mapping and profiling (done throughout each of the Steps)
	Step 4.2 Trends and drivers	-Identifying the key drivers and trends
	Step 4.3 Issues for future policy and strategy	-Concluding future issues

National datasets are often limited in sample size and can offer poor statistical confidence, and therefore to compliment the range of external data sources, the HNDA relied heavily on internal and partner datasets to build the evidence-base and ‘fill the gaps’.

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 SHIP is developed and implemented through close partnership working with RSLs. RSLs are represented on the Council's Affordable Housing Delivery Group (AHDG). It 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.**

**The Angus Housing Partnership (AHP) has a strategic focus in terms of overseeing the implementation of the LHS and associated plans such as the SHIP and has a wider range of members beyond those that deliver affordable housing.**

**The LHS Delivery Plan sets out what we will do to overcome the local challenges and help achieve our intended outcomes. A LHS Delivery Group will be established to oversee the strategy outcomes and priorities. The Delivery Group will include representatives from Housing, Planning and Strategic Policy and involve other key stakeholders and partners who will meet bi-annually to review progress against the Delivery Plan and shape ongoing priorities. This includes delivery against the overarching target to deliver 111 affordable homes per annum of which there is a new build housing supply target of 76 units per annum.**

**The Angus Health and Social Care Partnership (AHSCP) Delivery Group meets monthly on a and includes representatives from the Council's Housing Service and the Health and Social Care Partnership. A core function of the group is to ensure the LHS and the Strategic Commissioning Plan are aligned and put in place arrangements whereby the need for accessible and specialist provision can be identified, prioritised and reflected within the organisational delivery plans such as the SHIP.**

**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.**

#### **Step 6: Evidence Gaps.**

Are there any gaps in the equality information you currently hold? **No**

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

**A wide range of consultation surveys and engagement sessions were carried out over the period 2018 to 2022 to inform the LHS. The volume and range of consultations outlines the Council's hands-on approach when engaging with our service users and communities about housing and related matters. The responses enabled us to shape and adopt local policies and initiatives based on the needs of local people and stakeholders, considering the shifting priorities in people's everyday lives as a consequence of the pandemic, and the national approach outlined in Housing to 2040. The continuous programme of engagement has served to provide a solid evidence base for LHS consultation and development.**

**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**

The SHIP provides housing suitable for all age groups. 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.

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

**Disability**

**Impact**

The SHIP provides housing suitable for people with a disability. This is a priority within the LHS which sets a target that at least 20% of new affordable housing will be delivered to meet particular needs and at least 10% to full wheelchair standard. This SHIP plans to deliver 35% of units to meet the needs of people with disabilities which will have a positive impact for those customers.

**Gender reassignment**

**Impact**

Neutral. The SHIP seeks opportunities and aims to provide housing to those in need regardless of their gender re-assignment status.

**Marriage and Civil Partnership**

**Impact**

The SHIP 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 which is prioritised using demand figures to inform house types provided on sites within the SHIP.

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

## **Pregnancy/Maternity**

### **Impact**

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

## **Race - (includes Gypsy Travellers)**

### **Impact**

Positive. The HNDA considers ethnicity, the needs of Gypsy Travellers and migration trends in its calculations. The SHIP sets out considerations for the housing needs and accommodation activity of Gypsy/Traveller communities.

## **Religion or Belief**

### **Impact**

Neutral. The SHIP seeks opportunities and aims to provide housing to those in need regardless of their religion or belief.

## **Sex**

### **Impact**

The SHIP may have a positive impact. 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**

Neutral. The SHIP seeks opportunities and aims to provide housing to those in need regardless of their sexual orientation.

## **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.

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)?

As part of the HNDA a household survey was undertaken by consultants on behalf of the council. The survey assists us to plan for housing in the area making sure it meets the needs of residents. The survey was made available to all people and communities across Angus. There was extensive promotion via social media channels, community group networks, schools, housing tenant and waiting list networks, gypsy traveller and refugee resettlement groups, health and social care network groups, and a range of Council news

platforms. The survey was made available in accessible formats, either online or paper format. Equalities data was collected. We ask about their home, how they live, how they feel about where they live and their current arrangements, their housing needs and any plans they may have for the future.

The SHIP is developed and implemented through close partnership working with RSLs and the AHSCP. Each RSL has mechanisms in place to engage with their customers. Housing demand, including individual housing need is factored into the development of SHIP projects. The Tenant and Community Participation Strategy 2023-2027 is due to go to Communities committee later this year. The tenants' steering group will remain as part of that and will continue to meet regularly to share their views about the Housing Service including the delivery of affordable housing. 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

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

There are no negative impacts on equality. There will be access to new affordable housing and subsequent housing from a chain of let properties for those with protected characteristics.

Around 520 CHR applicants with a housing need require accommodation for age, medical or disability reasons representing around 26% of all applicants. Particular needs housing accounts for 35% of planned delivery over the next five years in this SHIP.

Families with 3 or more children have been identified as one of the six family types at greatest risk of poverty. Larger family homes, i.e. 3+ bedroom properties accounts for 29% of planned delivery over the next five years in this SHIP.

**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?**

The SHIP provides a range of housing suitable for all members of our communities. Sites are developed 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 annually.**

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

**This EIA will be published on the council's website alongside the SHIP committee report**

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

Prepared by: **Jacky Adamson, Team Leader (Enablement Team) – (21/09/2023)**

Reviewed by: **Doreen Phillips, Equalities Officer - (02/10/2023)**

Approved by: **Catherine Johnson, Service Leader (Housing) – (06/10/2023)**

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