



# Equality Impact Assessment Template (April 2011)

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN	
Name of function/policy/plan to be assessed	Temporary Accommodation Strategy
Service/service area responsible	Housing Services
Name of person carrying out the assessment and contact details	Frances Troup, Ext 2177 E-mail <a href="mailto:frances.troup@orkney.gov.uk">frances.troup@orkney.gov.uk</a>
Date of assessment	9 May 2011
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Existing – revised

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To ensure the Council has an appropriate pool of available temporary accommodation.
State <b>who</b> is, or may be affected by this function/policy/plan, and <b>how</b>	Households assessed as being homeless in terms of the homelessness legislation through the appropriate provision of emergency accommodation in the area of choice.
How have stakeholders been involved in the development of this function/policy/plan?	Orkney Health and Care involved in relation to specific provisions for particular needs/groups housing. Orkney Housing Association Ltd have been involved throughout the policy's original development and subsequent reviews. Close joint working exists throughout including the operation of a Section 5 Referral Protocol. Housing staff involved to draw on issues arising over recent months. Consultations on Local Housing Strategy development

	<p>and a range of related strategies have linked to this issue quite closely. This included other Council Services including Education and Recreation, Planning and Corporate Policy and other agencies including Orkney Health and Care, Orkney Housing Association Ltd, Sacro, Orkney CAB, Advocacy Orkney and Relationships Scotland.</p> <p>The quality of temporary accommodation is assessed through our internal procedures and is also part of the New Homeless Tenants' questionnaire and the Homelessness Service's Exit Questionnaire.</p>
<p>Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.</p> <p>e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)</p>	<p>Much research into the field of homelessness. It is broadly accepted that there is no greater housing need than homelessness and this is covered in legislation. This strategy endeavours to ensure we can meet the housing needs of a broad range of groups across society.</p> <p>In 2008 CIH Scotland produced an <i>Action Plan A Standard for Temporary Accommodation for Homeless Households</i> which made the case, and demonstrated support, for standards in temporary accommodation.</p> <p>Following on from this, in 2009 Shelter Scotland produced a briefing paper <i>Raising the standards of temporary accommodation</i> which argued for the consolidation of existing standards and the development of new ones to ensure a consistent quality of housing and services for households placed in temporary accommodation. In 2010 the Chartered Institute of Housing produced <i>Guidance on Standards for Temporary Accommodation</i>. This guidance sets out that whilst there is no single model for the provision of temporary accommodation for homeless households, local authorities should recognise that a certain level of good practice and consistency of approach should be applicable at all times. The quality of temporary accommodation should be of good standard and generally meet the everyday needs of the household.</p>
<p>Could the function/policy have a differential impact on any of the following equality strands?</p>	<p>(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality</p>	<p>Potentially if for instance there was a language barrier but our Accessibility Policy is specifically intended to address this. Our homelessness interview records would include records of any requirements for information in different formats and languages.</p>
<p>2. Sex: a man or a woman</p>	<p>Impact is unlikely to be significant.</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>Impact is unlikely to be significant.</p>

4. Gender Reassignment: the process of transitioning from one gender to another	Impact is unlikely to be significant.
5. Pregnancy and maternity	Impact is unlikely to be significant.
6. Age: people of different ages	Impact is unlikely to be significant.
7. Religion or beliefs or none (atheists)	Impact is unlikely to be significant.
8. Caring responsibilities	Impact is unlikely to be significant.
9. Marriage and Civil Partnership	Impact is unlikely to be significant.
10. Disability: people with disabilities (whether registered or not)	Potentially. The ability to source housing for particular needs can be problematic and fully accessible properties can be difficult. Amenity properties could be sourced inside a relevant timescale. However, fully wheelchair accessible properties are limited in supply so time may be a factor. The aims of the strategy are to ensure an appropriate pool of accommodation is available and we would endeavour to do that. It may of course be occupied at a given point in time.

<b>3. IMPACT ASSESSMENT</b>	
Does the analysis above identify any differential impacts which need to be addressed?	Language barriers are a possibility in relation to different ethnic groups.  Disabilities could pose a timing issue for securing appropriate housing.
How could you minimise or remove any potential negative impacts?	Potential language barriers can be addressed through normal working arrangements and our Accessibility Policy.  Disabilities could pose a timing issue. Finding a wheelchair accessible property is difficult as supply is limited. Solution would be on an ad-hoc basis and an appropriate solution would be found.
Do you have enough information to make a judgement? If no, what information do you require?	Yes

<b>4. CONCLUSIONS AND PLANNED ACTION</b>	
Is further work required?	No
What action is to be taken?	N/A
Who will undertake it?	N/A
When will it be done?	N/A

How will it be monitored? (e.g. through service plans)	Monitoring will be three yearly as part of Housing Services' rolling review programme.
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Signature

Date 09.05.11

Name FRANCES TROUP  
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