

# Equality Impact Assessment Template

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.

<b>1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN</b>	
<b>Name of function/policy/plan to be assessed</b>	Housing Support Strategy
Service/service area responsible	Housing Services
Name of person carrying out the assessment and contact details	Frances Troup, Ext 2177 E-mail frances.troup@orkney.gov.uk
Date of assessment	1 February 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	New

<b>2. INITIAL SCREENING</b>	
What are the intended outcomes of the function/policy/plan?	The provision of good quality housing support is central to tenancy sustainment. Ensuring people with support needs can maintain their tenancy is vital to prevent a crisis from occurring.
State <b>who</b> is, or may be affected by this function/policy/plan, and <b>how</b>	Anyone with a housing support need, those caring for people with a housing support need and agencies involved in housing support.
How have stakeholders been involved in the development of this function/policy/plan?	Initial development sessions on Local Housing Strategy development and a range of related strategies including the Housing Support Strategy were run during April 2011. 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>These stakeholders were then involved in the consultation once the document had been drafted. The consultation included tenants and public members. The consultation included a press release and an article in Housing News. In addition survey monkey was used. The Strategy was available from the Council's website at <a href="http://www.orkney.gov.uk">www.orkney.gov.uk</a> and was available in hard copy at the Council's offices and libraries.</p> <p>Housing staff involved to draw on issues arising over recent months.</p> <p>The quality of Housing Services is assessed through our internal procedures and also a range of Questionnaire. This includes a satisfaction survey for sheltered housing tenants.</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>The Scottish Government has a range of research into the housing needs of older people. Its National Strategy for Older People links closely to our Older Persons' Housing Strategy. Research including Wider Planning for an Ageing Population and Reshaping Care for Older People is central to the document.</p> <p>The Government's Housing Support Enabling Unit focuses on the provision of housing support and key policy issues arising from this. It publishes regular updates.</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. We keep service records which 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>
<p>4. Gender Reassignment: the process of transitioning from one gender to another</p>	<p>Impact is unlikely to be significant.</p>
<p>5. Pregnancy and maternity</p>	<p>Impact is unlikely to be significant.</p>
<p>6. Age: people of different ages</p>	<p>Impact is unlikely to be significant. The strategy is specifically intended to meet the needs of anyone requiring housing support services and this includes</p>

	older people. The strategy itself and our Accessibility Strategy is intended to address those needs accordingly.
7. Religion or beliefs or none (atheists)	Impact is unlikely to be significant.
8. Caring responsibilities	The strategy is intended to meet the needs of those requiring housing support services and in doing so caring responsibilities are likely to be central to the aims of the strategy. The strategy itself and our Accessibility Strategy is intended to address those needs accordingly.
9. Marriage and Civil Partnership	Impact is unlikely to be significant.
10. Disability: people with disabilities (whether registered or not)	The strategy is intended to meet the needs of those requiring housing support services and in doing so disabilities are likely to be central to the aims of the strategy. The strategy itself and our Accessibility Strategy is intended to address those needs accordingly.

<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.  Age, caring responsibilities and disabilities are also likely to raise issues given the nature of the strategy.
How could you minimise or remove any potential negative impacts?	Potential language barriers and issues arising as a result of age, caring responsibilities and disabilities can be addressed through normal working arrangements and our Accessibility Policy.
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.

Signature

Date

1.02.12

Name FRANCES TROUP  
(BLOCK CAPITALS)

**Please sign and date this form, keep one copy and send a copy to Corporate and Community Strategy. It should also be emailed to Corporate and Community Strategy.**