

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.

| 1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN | |
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| Name of function/policy/plan to be assessed | Charging for Sheltered Housing |
| 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 | 15 August 2011 Updated 06 February 12 |
| Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly) | New |

| 2. INITIAL SCREENING | |
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| What are the intended outcomes of the function/policy/plan? | Currently no charge is levied in respect of the cost of housing support in sheltered housing. Given the Tough Times Tough Choices Agenda this requires to be addressed. |
| State who is, or may be affected by this function/policy/plan, and how | New tenants of sheltered housing and potentially new tenants of supported housing. No charge will be levied for existing tenants. |
| How have stakeholders been involved in the development of this function/policy/plan? | A Member / Officer Working Group on Charging for Council Services were involved from the outset. Initial Development Sessions on Local Housing Strategy development and a range of related strategies including the Older Persons' Housing Strategy were run during April 2011 and these link closely. This included other Council Services including Education and Recreation, Planning and Corporate |

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| | <p>Policy and other agencies including Orkney Health and Care, Orkney Housing Association Ltd, Sacro, Orkney CAB, Advocacy Orkney and Relationships Scotland.</p> <p>These stakeholders were then involved in the consultation once a document outlining detailed information on charging for sheltered housing had been drafted. Survey monkey was also used. The results of the consultation are outlined in the report.</p> <p>The consultation included existing tenants, their carers/power of attorneys etc, public members and staff. In addition it included people on the waiting list for sheltered/supported housing. The consultation included a press release and an article in Housing News. The written information and survey was available from the Council's website at www.orkney.gov.uk and was available in hard copy at the Council's offices and libraries.</p> <p>Housing staff were also involved. A meeting was held at the residents' lounges ahead of the consultation being launched. This involved staff, residents and their advocates etc.</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>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</p> | <p>Impact is unlikely to be significant.</p> |

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| opposite sex or to both sexes | |
| 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 | Yes. Sheltered housing is available for older people. |
| 7. Religion or beliefs or none (atheists) | Impact is unlikely to be significant. |
| 8. Caring responsibilities | Yes but impact is unlikely to be significant. Sheltered housing is available for older people. |
| 9. Marriage and Civil Partnership | Impact is unlikely to be significant. |
| 10. Disability: people with disabilities (whether registered or not) | Yes. Supported housing within a sheltered housing scheme would be available for people with a disability. |

3. IMPACT ASSESSMENT

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| Does the analysis above identify any differential impacts which need to be addressed? | <p>Language barriers are a possibility in relation to different ethnic groups.</p> <p>There is likely to be a greater impact on older people, people with disabilities and carers. These differential impacts are a consequence of the nature of the service in question and cannot be entirely addressed.</p> |
| How could you minimise or remove any potential negative impacts? | <p>Language barriers will be addressed by use of the Accessibility Policy.</p> <p>To minimise the negative impacts on older people, people with disabilities and carers the proposal is that the charges will only apply to new users of the service. Current service users will therefore not be affected and new users will know before they take up the service that charges will apply. Assistance will be offered in relation to applying for housing benefit.</p> <p>Although an impact has been identified for a number of groups these proposals continue to be felt to be necessary. They are part of the Council's Tough Times Tough Choices agenda and are aimed at stabilising the Council's financial situation to address reduced public sector finances and, in the longer term, ensure properly prioritised and sustainable services. The Council has a legal duty to continue to provide its core statutory services while moving onto a more secure financial footing and can no longer afford to absorb these costs and will therefore have to commence charging at a rate which will enable the continuation of the service.</p> |

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| Do you have enough information to make a judgement? If no, what information do you require? | Yes |
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4. CONCLUSIONS AND PLANNED ACTION

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| 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 15.08.11 and updated 6.02.12

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.