

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	
Name of function/policy/plan to be assessed	Local Housing Strategy (LHS)
Service/service area responsible	Housing
Name of person carrying out the assessment and contact details	Frances Troup
Date of assessment	6 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 for 2011
2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To increase the housing supply and to improve the condition and sustainability of the housing stock.
State who is, or may be affected by this function/policy/plan, and how	<p>The LHS has been developed to:</p> <ul style="list-style-type: none"> • show clearly the link between national and local housing priorities; • to evidence the level and type of housing need and demand; • to provide clear strategic direction for housing investment for new and existing housing; and • to consider how housing circumstances could be improved across all tenures. <p>This includes a need to address the identified housing and support needs within Orkney. Certain key issues have been highlighted including a need for more housing for those with particular needs and a need for</p>

	higher levels of housing support.
How have stakeholders been involved in the development of this function/policy/plan?	<p>Initial sessions on Local Housing Strategy development and a range of related strategies including the Older Persons' Housing 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> <p>These stakeholders were then involved in the consultation once the document had been drafted. The consultation included tenants and public members. Information from isles roadshows was also used. 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 www.orkney.gov.uk 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>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 produced guidance on the Local Housing Strategy. This included a section on equality issues which advised that in accordance with the Housing (Scotland) Act 2001 the Local Housing Strategy must explain how equality issues have been considered and how their statutory public sector equality duties have been met. This would involve using data on different communities and household groups which will have been collected as part of the Council's Housing Needs and Demand Assessment. Equalities issues are required to be embedded throughout the Local Housing Strategy and the Strategy should be informed by an Equality Impact Assessment.</p>
Could the function/policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)
1. Race: this includes ethnic or national groups, colour and nationality	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.
2. Sex: a man or a woman	Impact is unlikely to be significant.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the	Impact is unlikely to be significant.

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	<p>One of the main issues arising from the Local Housing Strategy is a need for housing for particular needs and an increased need for housing support. Potentially this may have an impact on older and younger people but that impact should be positive.</p> <p>Issues in relation to the supply of affordable housing may have a greater impact on younger people looking for their first home. Again the Local Housing Strategy seeks to assist through its economic and social aims.</p>
7. Religion or beliefs or none (atheists)	Impact is unlikely to be significant.
8. Caring responsibilities	A major issue arising from the Local Housing Strategy is a need for housing for particular needs and an increased need for housing support. Potentially this may impact on people with caring responsibilities but that impact should be positive.
9. Marriage and Civil Partnership	Impact is unlikely to be significant.
10. Disability: people with disabilities (whether registered or not)	A major issue arising from the Local Housing Strategy is a need for housing for particular needs and an increased need for housing support. Potentially this may impact on people with disabilities but that impact should be positive.

3. IMPACT ASSESSMENT	
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>Age, caring responsibilities and disabilities are also likely to raise issues given the key issues which have been identified by the strategy. The impact should be positive.</p>
How could you minimise or remove any potential negative impacts?	<p>The LHS will promote policies based on equality and fairness with equal access to services.</p> <p>Potential language barriers will be addressed through normal working arrangements and the Accessibility Policy.</p>
Do you have enough information to make a judgement? If no, what	Yes

information do you require?	
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4. CONCLUSIONS AND PLANNED ACTION	
Is further work required?	yes/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)	Through regular monitoring of the Local Housing Strategy and annual reports.

Signature

Date

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.