

# Equality Impact Assessment

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>	Supplementary Guidance <i>Affordable housing</i>
Service/service area responsible	Development Planning and Regeneration
Name of person carrying out the assessment and contact details	James Green, <a href="mailto:james.green@orkney.gov.uk">james.green@orkney.gov.uk</a> Tel: 01856 873535 Ext. 2804
Date of assessment	20 December 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	The Supplementary Guidance <i>Affordable housing</i> is existing guidance that has been revised through 2012. The guidance has been updated to take account of changes in the housing market, local planning issues and Scottish Government policy and advice.
<b>2. INITIAL SCREENING</b>	
What are the intended outcomes of the function/policy/plan?	The Supplementary Guidance <i>Affordable housing</i> supports Policy S4 in the Orkney Local Development Plan which aims to promote the provision of affordable housing as part of housing developments. The purpose of the policy and supplementary guidance is to balance market forces in order to accommodate the housing needs of those who may be on a lower income and address other special housing needs.
State <b>who</b> is, or may be affected by this function/policy/plan, and <b>how</b>	The policy aims to provide a choice of housing to address the diverse housing needs of all people in the local community through the provision of the following housing tenures; socially rented, shared equity, shared ownership, mid-market private rented, subsidised low cost home ownership, unsubsidised affordable private housing for sale and affordable serviced sites for self-build. These housing tenures will be delivered

	alongside open market housing for sale. The supplementary guidance aims to address the particular housing needs of first time buyers and other identified local housing needs.
How have stakeholders been involved in the development of this function/policy/plan?	The Scottish Government, Development Management (OIC), Orkney Housing Development Forum, Orkney Housing Association Limited, Scottish Builders Federation (Orkney Association) and Orkney Islands Property Developments Ltd have been consulted in the process of revising the Supplementary Guidance <i>Affordable housing</i> .
Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.  e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)	The Equalities Act 2010 requires that no-one be disadvantaged in receiving services from public agencies as a result of disability.
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	No impact. No discrimination will be made on the basis of race in accessing housing provided under this policy. No measures have been taken to directly address race equality issues in the supplementary guidance.
2. Sex: a man or a woman	No impact. No discrimination will be made on the basis of sex in accessing housing provided under this policy. No measures have been taken to directly address sex equality issues in the supplementary guidance.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No impact. No discrimination will be made on the basis of sexual orientation in accessing housing provided under this policy. No measures have been taken to directly address sexual orientation equality issues in the supplementary guidance.
4. Gender Reassignment: the process of transitioning from one gender to another	No impact. No discrimination will be made on the basis of gender reassignment in accessing housing provided under this policy. No measures have been taken to directly address gender reassignment equality issues in the supplementary guidance.
5. Pregnancy and maternity	No Impact. No measures have been taken to directly address pregnancy and maternity equalities issues in the supplementary guidance.

6. Age: people of different ages	Potential positive impact for elderly people as special needs housing can be delivered to address the affordable housing requirements set out in the supplementary guidance.
7. Religion or beliefs or none (atheists)	No impact. No discrimination will be made on the basis of religion or beliefs or none in accessing housing provided under this policy. No measures have been taken to directly address religious equalities issues in the supplementary guidance.
8. Caring responsibilities	Potential positive impact for people with caring needs and carers as special needs housing can be delivered to address the affordable housing requirements set out in the supplementary guidance.
9. Marriage and Civil Partnership	No impact. No discrimination will be made on the basis of a marriage or a civil partnership in accessing housing provided under this policy. No measures have been taken to directly address equalities issues for married people or those in a civil partnership in the supplementary guidance.
10. Disability: people with disabilities (whether registered or not)	Potential positive impact for people with disabilities as special needs housing can be delivered to address the affordable housing requirements set out in the supplementary guidance. All housing will be provided in accordance with the Disabilities Discrimination Act (DDA).

### 3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	No differential impacts to be addressed.
How could you minimise or remove any potential negative impacts?	No negative impacts identified.
Do you have enough information to make a judgement? If no, what information do you require?	Yes

### 4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	Yes
What action is to be taken?	Monitor the provision of affordable housing delivered under the Affordable housing policy (S4) and supplementary guidance.
Who will undertake it?	Development Planning and Regeneration

When will it be done?	Annually
How will it be monitored? (e.g. through service plans)	Through the monitoring processes of the Orkney Local Development Plan

Signature

Date 20 December 2012

Name JAMES GREEN  
(BLOCK CAPITALS)

**Please sign and date this form, keep one copy and send a copy to HR and Performance. A Word version should also be emailed to HR and Performance at [hrrsupport@orkney.gov.uk](mailto:hrrsupport@orkney.gov.uk)**