**Equality Impact Assessment**

**Part 1: Background and information**

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| --- | --- |
| Title of proposal  | Strategic Housing Investment Plan (SHIP) 2022/23 – 2026/27 |
| Brief description of proposal (including intended outcomes & purpose)  | The SHIP provides a practical plan detailing how the Local Housing Strategy investment priorities can be delivered through the various housing developments, forming the basis for more detailed programme planning and provides a focus for partnership working. The SHIP is used by the Scottish Government to inform the allocation of resources from a national to a local level. |
| Lead Directorate / Service / Partnership  | Fife Housing Partnership |
| EqIA lead person  | Carole Kennedy – Interim Lead Officer Affordable Housing & Regeneration |
| EqIA contributors  | Scott Kirkpatrick – Kingdom Housing AssociationDrew Moore – Fife Housing GroupAlastair Dee / David Steane – Housing Supply Division, Scottish Government  |
| Date of EqIA  | 16/09/21 |

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| How does the proposal meet one or more of the general duties under the Equality Act 2010? (Consider proportionality and relevance on p.12 and see p.13 for more information on what the general duties mean). If the decision is of a strategic nature, how does the proposal address socio-economic disadvantage or inequalities of outcome?)  |
| General duties  | **Please Explain** |
| Eliminating discrimination, harassment and victimisation |  |
| Advancing equality of opportunity  | The proposed new Affordable Housing will be designed and built to Housing for Varying Needs Standards which will meet the requirements of general needs customers. In addition, wheelchair and amenity properties will be provided allowing less abled bodied and disabled customers to remain in their own home. |
| Fostering good relations  | The allocation policies of the organisations involved in developing the proposed Affordable Housing will ensure that they are allocated without prejudice and to customers who require that type of housing. |
| Socio-economic disadvantage  | The new Affordable Housing will be a mix of social rent, mid-market rent & low-cost home ownership options. These options will increase the options available to those on low / limited income which will assist in tackling social disadvantage. The new housing will also be built to a high standard of energy efficiency in accordance with building regulations. A tenure-blind approach is supported through the planning process and design standard compliance. |
| Inequalities of outcome  |  |

Having considered the general duties above, if there is likely to be no impact on any of the equality groups, parts 2 and 3 of the impact assessment may not need to be completed. Please provide an explanation (based on evidence) if this is the case.

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| Having considered the general duties above, there will be no negative impact on any of the equality groups as the proposed new Housing will only increase the housing options available. |

**Part 2: Evidence and Impact Assessment**

 **Explain what the positive and / or negative impact of the policy change is on any of the protected characteristics**

|  |  |  |  |
| --- | --- | --- | --- |
| Protected characteristic | Positive impact  | Negative impact  | No impact  |
| Disabled people  | Increase in housing options available. New housing will be designed to ensure accessibility to people with physical and mobility difficulties. A target of 30% has been set to provide Specific Needs housing – minimum of 25% for ambulant disabled people and 5% for wheelchair users.  |  |  |
| Sexual orientation |  |  | X |
| Women  |  |  | X |
| Men  |  |  | X |
| Transgendered people  |  |  | X |
| Race (includes gypsy travellers) |  |  | X |
| Age (including older people aged 60+)  | Increase in housing options available due to prioritising of new amenity housing within approved sustainable housing mix preferences. |  |  |
| Children and young people  | Large family homes will alleviate the pressure of overcrowding. Provision of larger new family homes is appropriately prioritised within approved sustainable housing mix preferences. |  |  |
| Religion or belief  |  |  | X |
| Pregnancy & maternity |  |  | X |
| Marriage & civil partnership |  |  | X |

Please also consider the impact of the policy change in relation to:

|  |  |  |  |
| --- | --- | --- | --- |
|  | Positive impact | Negative impact  | No impact  |
| Looked after children and care leavers  |  |  | X |
| Privacy (e.g. information security & data protection)  |  |  | X |
| Economy  |  |  | X |

* Please record the evidence used to support the impact assessment. This could include officer knowledge and experience, research, customer surveys, service user engagement.
* Any evidence gaps can also be highlighted below.

|  |  |
| --- | --- |
| Evidence used  | Source of evidence  |
| 1. Approved sustainable housing mix preferences are determined based on numbers of those in need of housing | Fife Housing Register and Housing Need and Demand Assessment |
| 2. |  |
| 3. |  |
| Evidence gaps  | **Planned action to address evidence gaps**  |
| 1. |  |
| 2.  |  |
| 3. |  |

**Part 3: Recommendations and Sign Off**

(Recommendations should be based on evidence available at the time and aim to mitigate negative impacts or enhance positive impacts on any or all of the protected characteristics).

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| Recommendation  | Lead person | Timescale  |
| 1. |  |  |
| 2. |  |  |
| 3. |  |  |
| 4. |  |  |
| 5. |  |  |

**Sign off**

(By signing off the EqIA, you are agreeing that the EqIA represents a thorough and proportionate analysis of the policy based on evidence listed above and there is no indication of unlawful practice and the recommendations are proportionate.

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| --- | --- |
| Date completed: 16/09/21 | Date sent to Community Investment Team: 17/09/21Enquiry.equalities@fife.gov.uk  |
| Senior OfficerName: Carole Kennedy | Designation: Lead Officer |

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| --- | --- |
| EqIA Ref No.  |  |
| Date checked and initials |  |

**Equality Impact Assessment Summary Report**

(to be attached as an Appendix to the committee report or for consideration by any other partnership forum, board or advisory group as appropriate)

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| Which Committee report does this IA relate to (specify meeting date)? Strategic Housing investment Plan 2022/23 – 2026/27Communities & Housing Services Sub-Committee Friday 29th October 2021 |
| What are the main impacts on equality? There are no negative impacts on equality. There will be access to new affordable housing and subsequent housing from chain of let properties for those with protected characteristics. |
| In relation to a strategic decision, how will inequalities of outcome caused by economic disadvantage be reduced?  |
| What are the main recommendations to enhance or mitigate the impacts identified? The main recommendation is to ensure the appropriate mix of housing for those in need is included in new build developments and that these are allocated appropriately. |
| If there are no equality impacts on any of the protected characteristics, please explain.  |
| Further information is available from: Name / position / contact details: Carole KennedyInterim Lead Officer Affordable Housing & RegenerationMobile: 07712 549362Email: Carole.Kennedy@fife.gov.uk |

One of the following statements must be included in the “Impact Assessment” section of any committee report. Attach as an appendix the completed EqIA Summary form to the report – not required for option (a).

1. An EqIA has not been completed and is not necessary for the following reasons: (please write in brief description)
2. The general duties section of the impact assessment and the summary form has been completed – the summary form is attached to the report.
3. An EqIA and summary form have been completed – the summary form is attached to the report.