

**EAST DUNBARTONSHIRE COUNCIL
EQUALITY IMPACT ASSESSMENT (EqIA) FORM**

Details
1.1 Name of Service
Housing
1.2 Title of proposal
Local Housing Strategy 2023 - 2028
1.3 Is this a new proposal or an update to an existing one? (Yes/No)
Update to an existing strategy creating a new document covering the five year period from 2023 – 2028
1.4 Officers involved in the EqIA, including name and title
Gillian Lunn – Team Leader Housing Operations Claire McNeil, Strategy and Performance Adviser Fiona Robertson – Policy Officer Simon O'Halloran – Policy Officer
1.5 Lead Officer carrying out the EqIA
Fiona Robertson, Policy Officer/amended by Claire McNeil prior to submission 2023
1.6 Date EqIA started <i>Evidence gathering for EqIA should be started prior to any document drafting or decision making</i>
04/06/21

Details
1.7 Date EqlA completed <i>This should allow for the assessment to inform decision-making</i>
14/04/2022
1.8 What is the purpose and aims of the proposal?
<p>The LHS sets out the strategic direction for the Council and its partners to tackle housing issues in East Dunbartonshire over a five-year period. The Council's current LHS covers the period of 2017 – 2022 and will be replaced by this newly researched document that covers the period from implementation during 2023 – 2028. The LHS is evidenced based and is informed by current housing documents and the third Housing Need & Demand Assessment coproduced with the Glasgow City Region Housing Market Partnership. The LHS must identify local priorities for action that guide housing activity, partnership working and investment over the next five years. The Strategy must be forward thinking, setting the strategic vision for:</p> <ul style="list-style-type: none"> • Housing Supply Targets – meeting housing need locally • The Scheme of Assistance – Tackling poor housing condition and fuel poverty • Rapid Rehousing Transition Plan – Transforming the homeless service delivery • Housing Contribution Statement – Integrating health and social care interventions <p>In addition, the LHS sets out the key outcomes that the Council and its partners seek to achieve including:</p> <ul style="list-style-type: none"> • Making it easier to access affordable housing • Improving the quality of housing, achieving net zero, tackling fuel poverty • Preventing homelessness, improving housing options, tackling child poverty • Providing appropriate housing and related support for specific groups and those with complex needs <p>A good LHS should be developed in collaboration with partners, stakeholders and residents; forward thinking and delivery focussed; clear, concise and easy to read; and informed by extensive and inclusive consultation. LHS Guidance (2019) produced by the Scottish Government sets out what must be included:</p> <ul style="list-style-type: none"> • Housing Supply and Placemaking • Tackling homelessness • Independent living and specialist provision

Details <ul style="list-style-type: none"> • Child Poverty actions • Fuel Poverty and Climate Change • House condition and actions to meet SHQS/ESSH/ESSH2 targets in the required timeframe.
1.9 Who does the proposal intend to affect as a service user?
<p>The LHS is an all-tenure strategy that must be inclusive of the following groups:</p> <ul style="list-style-type: none"> • Tenants and Residents living in East Dunbartonshire • Elected Members • Registered Social Landlords • Customers of the Council • Other Council Services such as; Social Work Services, Health and Social Care Partnership • Third sector partners for example Citizen's Advice Scotland • Police Scotland/NHS and other public service partners
1.10 Are there any aspects of the proposal which explicitly address discrimination, victimisation or harassment? Please detail
<ul style="list-style-type: none"> • Homelessness Prevention activities such as Rapid Rehousing Transition Plans • Partnership working with agencies that provide support services to residents in EDC including Women's Aid, addictions and mental health partners, services supporting young people in EDC, Age Concern, Community Safety, those impacted by long term illness or disability including mental health or learning disabilities. LGBTQ+ community.
1.11 Are there any aspects of the proposal which explicitly promote equal opportunities?
<p>A key aspect of the LHS will be to identify potential inequalities that could arise or be exacerbated as a result of the local housing market, for example, access to housing and the lack of affordable housing options in East Dunbartonshire. Those in more deprived communities may be disproportionately affected by a lack of choice and may be least likely to be able to access housing that is affordable, in good condition and provides security of tenure.</p>

Details
<p>The LHS will contain a number of actions to address potential inequality that will be implemented throughout the lifetime of the strategy and is monitored annually with updates provided to Elected Members and to the Scottish Government on an annual basis.</p>
1.12 Are there any aspects of the proposal which explicitly foster good relations?
<p>The development of the LHS is a collaborative process involving partners across public, private and third sectors. Where possible the LHS seeks to address imbalances in the housing system that may impact directly or indirectly on tenants and residents with in East Dunbartonshire. By ensuring continuous monitoring and review throughout the lifetime of the strategy, gaps will be identified and actions put in place to address these within given timescales. This covers all aspects of the strategy so that residents in EDC can be assured that effective practice is in place to make East Dunbartonshire Council a better place to live now and into the future.</p>
Section 2 Evidence
<p>Please outline what is known currently about the experiences of people under each characteristic, in relation to the services and/or activities which this proposal addresses. Include relevant sources e.g. <i>Census or other national data sources, research reports, community consultation, service user monitoring, complaints, service provider experience.</i></p>
<p>Glasgow City Region Housing Market Partnership Gypsy Traveller Sites in Scotland – Scottish government Research Study 2019 Housing Need & Demand Assessment 3 (HNDA3) Rapid Rehousing Transition Plan Health and Social Care Partnership Strategic Commissioning Plan 2022-25 Scottish House Condition Survey 2017-19 Council Tax data Climate Action Plan Housing Contribution Statement 2018 Housing Land Audit 2019 Local Development Plan (LDP2) Strategic Housing Investment Plan Housing Statistical Annual Return Economic Development Strategy 2017-2020 Local Housing Strategy Early Engagement Survey – September/October 2021</p>

Details

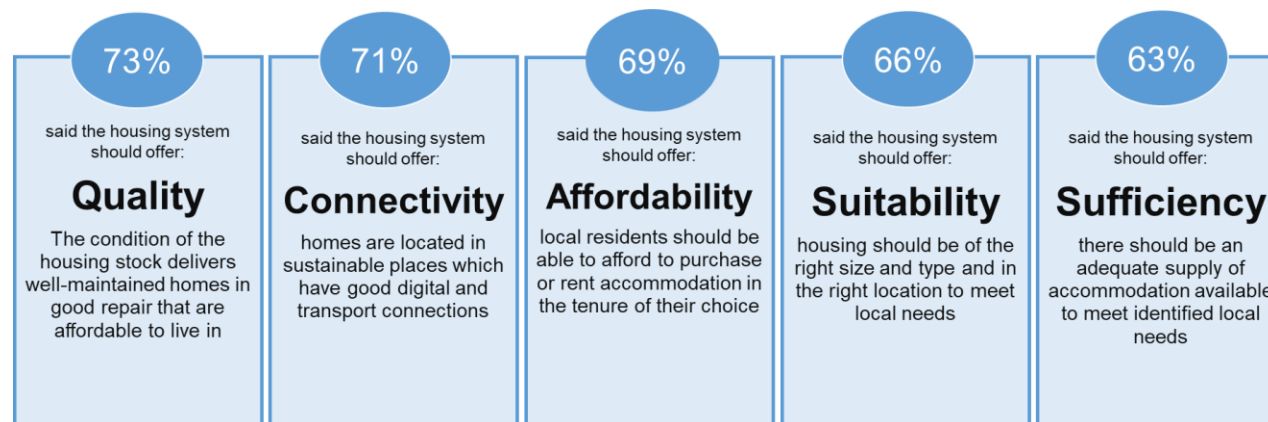
Local Housing Strategy Development Conference Event – January 2022

Local Housing Strategy Option Appraisal Workshops – March 2022

As a first step in the consultation process the Housing service carried out an Early Engagement Survey during September and October 2021. The survey was promoted through the Council's website, social media pages, posters as well as leaflets being distributed widely to encourage participation. There were over 200 responses from residents who gave their views on:

- Which characteristics are most important locally
- Affordability, sufficiency, suitability, accessibility, quality, efficiency, sustainability, health and wellbeing, connectivity
- The top five challenges facing East Dunbartonshire
- What should homes and communities look and feel like in East Dunbartonshire in 2030?

The graphic below outlines the five most important housing system characteristics defined by East Dunbartonshire residents.



The consultation process also consisted of an LHS Development Conference that was held on 19 January 2022. To encourage and enable participation, the conference was held digitally via Microsoft teams. Over 80 partners and stakeholders attended the event including representatives from the public, private, third and community sectors. The conference was a full day event that allowed delegates to engage in various activities including briefing sessions to discuss what the new LHS should look like.

<p>Details</p> <p>Following on from the success of the conference, next steps included smaller expert stakeholder groups who carried out an option appraisal using the material gathered during the conference.</p> <p>The LHS aims to assist all customers seeking housing in East Dunbartonshire irrespective of protected characteristics.</p>
<p>Please outline what is known currently about the experiences of people under each characteristic, in relation to the services and/or activities which this proposal addresses</p>
<p>2.1 Age <i>Including the experiences of young people (age 18 and over) and older people.</i></p>
<p>The LHS includes detailed analysis and links to the third HNDA that further details population growth, migration as well as levels of income and access to housing finance opportunities, or lack of these based on income levels experienced by the population. 96% of young people leaving school are in education, training or employment compared to 92% in Scotland.</p> <p>Analysis in the LHS has shown that it is significantly more expensive to purchase a home in EDC that has the potential to disproportionately impact on younger people's ability to access deposits/mortgages as detailed in the income/affordability ratio table on page 20 of the strategy. Of those waiting to be housing in EDC 195 are under 25 years of age, 528 are over 60 years of age. The following information is an extract from the EDC Area Profile (2021)</p> <p>Age Structure (according to 2020 mid-year estimates):</p> <p>17.9% of East Dunbartonshire's population were aged 0-15, those aged 16-64 accounted for 59.3% of the population and 22.7% were aged over 65 years. EDC has a higher percentage of its population aged 0-15 compared to 16.8% in Scotland. The 16-64 age group is lower than in Scotland as a whole at 63.9% however, the percentage of the population over 65 is higher than in Scotland (19.3%).</p> <p>Statutory Priority 3 sets out the case for promoting independent living in EDC for all age groups with a clear focus on the increasing ageing population in EDC. As of November 2021, there were 308 applicants on the waiting list for Sheltered Housing, 298 of which had less than 50 points suggesting an aspiration for this type of housing rather than a need. Despite the growing population of older people in East Dunbartonshire, there are questions over the current model of sheltered housing provision and its effectiveness. The Council commissioned research into levels of housing demand for older people that was completed in 2019. Actions are yet to be determined from the findings of this research to ensure that services are targeted in the right way in future. A number of service areas cover all ages and abilities although this is by no means an exhaustive list:</p> <ul style="list-style-type: none"> • House Project – to assist care experienced young people

<p>Details</p> <ul style="list-style-type: none"> • Action for Children – supported accommodation from age 16 upwards • Project 101 Housing Support and advice for young people aged between 16-25 years • Age Concern partners who provided advice to older people • Integrated Cancer Journey for anyone in EDC with a cancer diagnosis, however this may be experienced by a larger group of older people in terms of acute health services • Autism Strategy Group to provide assistance to those with a learning disability diagnosis with transitions to independent living • Monthly Liaison meetings between Social Work partners and Housing to discuss and deal with those with complex care needs, discharge or resettlement from an institutional environment, prison or hospital. • SHORE standards – prison discharge and resettlement team • Armed Forces personnel looking to be housed in EDC area
<p>2.2 Disability <i>Including the experiences of people with long term limiting health conditions.</i></p> <p>9% (278) of waiting list applicants have a health/disability reason listed on their application and 28% of these applicants have no points. 46% of those who participated in the Early Engagement Survey thought a “lack of accessible housing options for people with health problems or disabilities including wheelchair, sheltered or adapted housing” is a top five challenge. This is explored in much more detail on page 36 of the strategy.</p> <p>Other, wider Council strategies and plans link to the LHS and include strategic housing investment (SHIP) local development plans and all of these outline the Council’s approach to specialist housing provision, accessible housing targets and a percentage of wheelchair housing that reflects all tenures. The Council’s Scheme of Assistance provides funding and access to grant funding for those in the private sector. Registered Social Landlords may access Scottish Government Grant funding and are reliant on this to meet needs in RSL owned properties.</p>
<p>2.3 Gender Reassignment <i>Where someone is living part/full time as the opposite gender to their assigned sex at birth.</i></p> <p>While the strategy itself has no direct impact on gender reassignment, the Council strives to increase levels of engagement and participation throughout the lifetime of the LHS and actively promotes engagement with the LGBTQ+ community.</p> <p>Waiting lists, Housing Options and any homelessness presentation that highlights discrimination, abuse or harassment that pose a risk to an individual or member of the household are managed according to the level of risk posed when applying for housing in EDC.</p>
<p>2.4 Marriage and Civil Partnership <i>This characteristic is only applicable in contexts where the proposal covers employment/employees.</i> <i>An employee or job applicant must not receive unfavourable treatment because they are married or in a civil partnership.</i></p>

Details
N/A
2.5 Pregnancy and Maternity <i>This covers women as soon as they become pregnant. In the workplace this includes pregnancy-related illness. When a woman gives birth or is breastfeeding, this characteristic protects them for 26 weeks.</i>
<p>The Unsuitable Accommodation Order introduced in May 2020 prevents those pregnant or with young children from being housed in unsuitable accommodation such as bed and breakfast establishments or hotels for longer than 7 days. To date the Council has not breached this order.</p>
2.6 Race <i>Including impact relating to race, colour, nationality (including citizenship), ethnic or national origins.</i>
<p>In 2011, the census question on ethnicity changed to include a broader range of categories. In EDC, 88.6% are recorded as 'White Scottish', 4.8% are recorded as 'White other British' and 4.2% of the population are from a minority ethnic group that is an increase of 1% since the 2001 census. The Asian population is the largest ethnic group in EDC at 3.3%. Within this, Indian was the largest individual category, accounting for 1.5% of the population. Recent global activity has resulted in other minority groups seeking housing in EDC adding Ukrainian and Syrian nationalities to the area as the Council fulfils its duty to respond to those in need.</p>
2.7 Religion or Belief Refers to any religion, including lack of religion.
<p>In 2001 62.5% of the EDC population stated they belonged to a Christian denomination.</p> <ul style="list-style-type: none"> • 35.6% Church of Scotland • 22.3% Roman Catholic • 4.6% Other Christian • 28.2% had no religion that is the lowest recorded as a whole (36.7%) throughout Scotland.
2.8 Sex Sex can mean either female or male, or a group of people like men or boys, or women or girls.
<p>There are more females living in EDC, 51.6% females compared to 48.4% male. This is consistent with Scotland as a whole.</p>
2.9 Sexual orientation

Details
Sexual orientation includes how you choose to express your sexual orientations, such as through appearance, or through the places individuals choose to visit.
While the strategy itself has no direct impact on sexual orientation, the Council strives to increase levels of engagement and participation throughout the lifetime of the LHS and actively promotes engagement with the LGBTQ+ community. Waiting lists, Housing Options and any homelessness presentation that highlights discrimination, abuse or harassment that pose a risk to an individual or member of the household are managed according to the level of risk posed when applying for housing in EDC.
2.10 Other marginalised groups <i>Including but not exclusive to the experiences of unpaid carers, homeless people, ex-offenders, people with addictions, care experienced people.</i>
The Council is working towards greater engagement with harder to reach groups as part of its new Tenant Participation Strategy 2021.
2.11 Have people who identify with any of the characteristics been involved in the development of the proposal? Yes or No <i>If yes, please complete Section 2.12 If no, please go to Section 3</i>
Respondents to Surveys are anonymous however further considerable detail is set out in the Arneil Johnston Development Conference Outcomes report that may be accessed online, via a link with the LHS document.
2.12 Please outline any involvement or consultation relevant to the proposal which has been carried out or is planned <i>Add more rows below as necessary</i>
Include details, dates and summary of findings
Several engagement opportunities were available during production of and research into the LHS 23-28: Early Engagement Survey of tenants and residents in EDC 2019/20 Stakeholder Development Conference 2021 (over 80 delegates) Individual Stakeholder Workshops involving a range of tenants, residents, and partners throughout EDC Scottish Government Peer Review Process in conjunction with Inverclyde Council Documents are available as links on the Council's website or can be made available on request via the Policy Team 0300 123 45 10.
3 Impact
Based on what is known in Section 2, please outline the impact you expect the proposal to have? Advise whether Possible positive (+) impact or Possible adverse (-) impact or Neutral impact likely
3.1 Age <i>Including impact relating young people (age 18 and over) and older people.</i>
The LHS aims to have a positive impact on all residents living within East Dunbartonshire. Through addressing the four main strategic priorities of the LHS 23-28, the Council and its partners will aim to tackle housing related issues within East Dunbartonshire. The LHS will set

Details
out to; ensure there is suitable and affordable housing within East Dunbartonshire, enhance the role of housing options in preventing homelessness, work with relevant partners to support people to live independently and ensure housing is kept above Tolerable Standard and tackle fuel poverty. The LHS aligns with LDPs and LHEES and the SHIP, age of the EDC population is a significant factor in researching need and demand for older people, how climate change may impact the elderly as we experience extreme weather events and seek to mitigate against fuel poverty, old or outdated energy supplies, dampness, mould and other health/environmental issues that may require action where housing can make a positive impact.
3.2 Disability <i>Including impact relating to long term limiting health conditions.</i>
Those assessed as having long term health conditions, complex needs, mental health problems including disability are able to access additional points on the Council's waiting list based on their housing need. This will be enhanced during the review of the Allocations Policy and health and access needs forms.
3.3 Gender Reassignment <i>Where someone is living part/full time as the opposite gender to their assigned sex at birth.</i>
N/A
3.4 Marriage and Civil Partnership <i>This characteristic is only applicable in contexts where the proposal covers employment/employees.</i> <i>An employee or job applicant must not receive unfavourable treatment because they are married or in a civil partnership.</i>
N/A
3.5 Pregnancy and Maternity <i>This covers women as soon as they become pregnant. In the workplace this includes pregnancy-related illness.</i> <i>When a woman gives birth or is breastfeeding, this characteristic protects them for 26 weeks.</i>
The Council will continue to meet the requirements of the Unsuitable Accommodation Order 2020 to ensure homeless applicants - where a pregnant female or small children form part of the household do not spend more than 7 days in bed and breakfast type accommodation. This is actively monitored by the Homelessness and Prevention team.
3.6 Race <i>Including impact relating to race, colour, nationality (including citizenship), ethnic or national origins</i>
N/A
3.7 Religion or Belief Refers to any religion, including lack of religion.
N/A
3.8 Sex

Details
Sex can mean either female or male, or a group of people like men or boys, or women or girls.
N/A
3.9 Sexual orientation Sexual orientation includes how you choose to express your sexual orientations, such as through appearance, or through the places individuals choose to visit.
N/A
3.10 Other <i>Including but not exclusive to the experiences of unpaid carers, homeless people, ex-offenders, people with addictions, care experienced people.</i>
N/A
3. 11Cross Cutting <i>Where two or more characteristics above overlap and the proposal affects those people in a specific way</i>
N/A
Section 4 Assessment
4.1 Select the assessment result, from 1-4, which applies and give a brief justification: 1. No major change: <i>If this is selected you are confirming that the EQIA demonstrates the budget proposal is robust and there is no possible adverse impact.</i>
Justification: <i>If this is selected you must demonstrate that all opportunities to promote equality have already been taken</i>
1. No major change Justification - the LHS will aim to promote equality through its implementation and delivery. Once in place the EQiA will be reviewed to ensure the assessment is accurate and revisited once the LHS and the Action Plan are due to be reviewed/ updated. The Scottish Government recommends that this takes place annually.
2 Continue the proposal <i>If this is selected you are confirming that the EqIA identifies possible adverse impact or missed opportunities but the proposal can be justified</i>
Justification: <i>If this is selected you must set out the justifications for continuing with the proposal in terms of proportionality and relevance. For the more important proposal, more compelling reasons are needed</i>

Details
3 Adjust the proposal <i>If this is selected you are confirming that the EqlA identifies possible adverse impact or missed opportunities which suggest the proposal needs to be adjusted</i>
Justification: <i>If this is selected you must set out the reasons why an adjusted proposal is required. For example to remove unjustifiable barriers or address opportunities that cannot be missed on the balance of proportionality and relevance</i>
4 Stop and remove the proposal <i>The proposal shows actual or possible unlawful discrimination. It must be halted or significantly changed</i>
Justification: <i>If this is selected you must set out the reasons for halting the proposal or significantly changing it to avoid unlawful discrimination</i>
Section 5 Actions
5.1 Please outline how you will monitor the impact of the proposal, e.g. performance indicators used, other monitoring arrangements, assigned individuals to monitor progress, criteria used to measure outcomes
<p>The impact of the LHS will be monitored and reviewed on an annual basis. Performance indicators such as our annual Tenant Satisfaction Survey and Annual Return on the Charter will allow The Council to identify and monitor the progress and outcomes of the Strategy. Reviews and updates of the LHS will be shared with the Housing Management Team, Council Committee and published on The Council website.</p>
5.2 Please outline action to be taken in order to: <ul style="list-style-type: none"> • Mitigate possible adverse negative impact (listed under section 3); • Promote possible positive impacts and; • Gather further information or evidence
Advise Action, Lead and Timescale

Details
5.3 When is the proposal due to be reviewed
On an annual basis.
6 Approval
6.1 Senior Officer who this proposal will be reported by (Name and Job Title)
<i>Please ensure the EDC Equality lead has been contacted regarding this EqIA</i>
6.2 Signature
Claire McNeil
6.3 Date
03-08-2023