

## Appendix 3

### Equalities Impact Assessment

# Equality & Poverty Impact Assessment

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Local Housing Strategy 2017 – 2022.	<b>Lead Officer: Name</b>	Karen Strang/Joan MacLellan			
	Equality and Poverty Impact Assessment (EPIA)		<b>Team:</b>	Strategy & Development Team		
				<b>Tel:</b>	01324 590859/01324 590839	
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<b>Proposal:</b>	<p>The Local Housing Strategy (LHS) is a local authority’s sole strategic document for housing. The Housing (Scotland) Act 2001 places a statutory requirement on local authorities to produce an LHS which sets out its strategy, priorities and plans for the delivery of housing related services. The LHS must be accompanied by an assessment of need (Housing Need and Demand Assessment). The HNDA support’s the LHS by providing an assessment of housing provision and related services.</p> <p>Other statutory housing responsibilities set out in the LHS include fuel poverty, house condition and homelessness.</p> <p>Taking into consideration our consultation and equality responsibilities there is 6 priorities, 15 outcomes established with 52 actions in order to move forward our housing services, ensure we meet the needs of our communities and provide the right mix of housing for the future and</p> <p><b>‘to create a Local Housing Strategy the community can be proud off’</b></p> <p><b>The 6 priorities are:</b></p> <ol style="list-style-type: none"> <li>1. Increasing housing supply.</li> <li>2. Creating sustainable communities</li> <li>3. Improving Access to Housing</li> </ol>					<b>Reference No. (if applicable):</b>

	<p>4. Providing Housing &amp; Support for vulnerable groups</p> <p>5. Creating sustainable housing (energy efficiency, fuel poverty, climate change)</p> <p>6. Improving housing conditions</p> <p>The LHS is also reflective of the Scottish Government Guidance 2014 produced to support local authorities in their statutory requirement to develop LHS3.</p> <p>During the duration of LHS3 a total of 786 units are expected to be delivered with 161 (21%) delivered to an accessible standard.</p>		
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What is the Proposal?	Budget & Other Financial Decision	Policy (New or Change)	HR Policy & Practice	Change to Service Delivery / Service Design
	No	Yes	No	No

Who Does the Proposal Affect?	Service Users	Members of the Public	Employees	Job Applicants	Other, please specify:
	Yes	Yes	Yes	No	

**Identify the main aims and projected outcome of this proposal (please add date of each update):**

	The purpose of a Local Housing Strategy is to set out the strategy, priorities and plans for the delivery of housing and housing related services in the Council area over a five year period.
	The purpose of the EQIA is to ensure the LHS3 has been developed with consideration of the Equality Act 2010 and the public duty which all public authority bodies must ensure they adhere to.
	Continuous monitoring of the outcome and actions written in LHS3 is carried out on a yearly basis over the 5 year period to ensure actions are progressing towards meeting the outcomes. This is considered good practice by the Scottish Government and is presented to Executive prior to being published on the Council website.

## SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this Service (£'000s):	Total:		
Reduction to this service budget (£'000s)	Per Annum:		
Increase to this service budget (£'000s)	Per Annum:		
If this is a change to a charge or concession please complete.	Current Annual Income Total:		
	Expected Annual Income Total:		
If this is a budget decision, when will the saving be achieved?	Start Date:		
	End Date (if any):		

**SECTION THREE: EVIDENCE** Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups)

**A - Quantitative Evidence:** This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

**B - Qualitative Evidence:** This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

**Social** - case studies; personal /group feedback / other:

**Local Housing Strategy (LHS3).**

The main strategic document for housing and all other housing related strategies stem from this. The LHS seeks to put in place a framework that will ensure an adequate supply of good quality housing and increase the range of affordable housing options in the area. This includes data on current and future need, housing requirements to meet a range of needs and housing requirements of particular household groups. It also provides a summary of housing conditions cross tenure.

**LHS3 Consultation.**

Consultation is a legal requirement under the Housing (Scotland) Act 2001 and requires local authorities to consult on their proposed LHS. In addition, the statutory Equality Duty requires the involvement, consultation and engagement with as wide a range of local residents as possible (SG Guidance 2014, p6). This enables the Strategy & Development Team the opportunity to engage with residents and local communities using a variety of different media methods to determine the issues that are of most concern to local residents. Specifically in relation to housing and the areas they reside in. The findings from the consultation are used to influence the development of the LHS priorities, outcomes and actions. The Consultation report is appendix 5 to LHS3 where there is a detailed account of the various consultation methods used and in-depth analysis of the key findings.

The Consultation also provides qualitative analysis on key issues identified in the HNDA including improving neighbourhoods, tackling homelessness, housing and support for vulnerable groups, house conditions and fuel poverty. The HNDA can be accessed here – <http://www.falkirk.gov.uk/services/homes-property/policies-strategies/housing-need-and-demand-assessment.aspx>

**The Housing Need and Demand Assessment (HNDA) 2016/17 and 2020/21.**

Data on age group projections have been taken from the Housing Need and Demand Assessment (HNDA) – The HNDA has also provided evidence on population projections in relation to age and evidencing the population within the Falkirk area is ageing – The HNDA also provided information on age, disability, ethnicity, disability – <http://www.falkirk.gov.uk/services/homes-property/policies-strategies/housing-need-and-demand-assessment.aspx>.

**The Falkirk Council Research and Information Team provided Census 2011.**

Data in relation to limiting long term illness which highlighted that 23% of households identified themselves as having a long term illness. – <http://www.falkirk.gov.uk/services/council-democracy/statistics-census/docs/census/2011/7%20Falkirk%20Council%20area%20profile.pdf?v=201411031215>

### **Specialist Housing Section in the HNDA.**

Identified housing requirement of specific household groups to inform the HNDA, identify housing support needs, issues to inform the LHS Equalities Impact Assessment and identify any issues for LHS consultation. This is also an appendage to the LHS and is used in order to shape and influence other strategic documents such as the Older Peoples' Housing Plan in relation to future house planning to meet the needs of specific groups – <http://www.falkirk.gov.uk/services/homes-property/policies-strategies/housing-need-and-demand-assessment.aspx> pages 91 – 134.

Data on age group projections have been taken from the Housing Need and Demand Assessment (HNDA) – The HNDA has also provided evidence on population projections in relation to age and evidencing the population within the Falkirk area is ageing – The HNDA also provided information on age, disability and ethnicity.

<http://www.falkirk.gov.uk/services/homes-property/policies-strategies/housing-need-and-demand-assessment.aspx>

### **Scottish Housing Condition Survey 2012.**

Provides information on the condition of housing across tenure throughout the area including data on fuel poverty, household income, tenure and disability and disrepair which assisted towards the development of LHS3 and what housing options required - <http://www.gov.scot/Resource/0049/00490947.pdf>. Information collected covers a range of topics including household characteristics, tenure, neighbourhood satisfaction, health status and income. This information has been used to shape the HNDA and LHS3 for the Falkirk Council area <http://www.gov.scot/Resource/0049/00490947.pdf>

### **Local Development Plan (LDP).**

Assists to consider the scale of house building and to plan for the amount of land required to deliver the supply targets set out in LHS3. It will also inform the LHS, providing direction to tackle housing need and demand in accordance with strategic priorities for housing and related services. It is important to provide a robust and agreed evidence base on housing need and demand to support the Local Development Plan (LDP) and the Local Housing Strategy (LHS). Analysis helps to inform the LDP to consider the scale of house building, to plan for the amount of land required to deliver this.

<http://falkirk.maps.arcgis.com/apps/MapAndAppGallery/index.html?appid=8441bb94ff0a49aba48d5c025124049e>

### **Older People's Plan Consultation.**

An internal review of all HwC properties was carried out and completed in 2013 involving analysis of current HwC stock and considering what current HwC properties were appropriate to remain as HwC properties. Factors looked at involved distance between each property and amenities such as GP surgeries, bus stops and local shops. Visits were also undertaken to identify the number of steps leading up to properties and identify if properties were located on a flat or hill. Contributing towards making best use of existing stock and to the Older Peoples' Plan. Other consultation included focus groups with residents of HwC developments, housing staff and social work.

### **The Homeless Annual Update 2015/16.**

Provides information on homeless presentations including age, gender, family compliment, ethnicity, disability and reasons for homeless. It also provides information on housing options. This contributed towards identifying key trends and shaping the future of the homeless service. This report contributed towards the direction of the homeless service and the writing of the LHS3 homeless section and the outcomes and actions.

### **Falkirk Council Finance Services.**

Information obtained from the Finance Service highlighted that 2,450 council tenants are affected by the bedroom tax. Although welfare reforms apply to people of working age claiming housing benefit it does impact on the wider community.

### **Housing Contribution Statement (HCS)**

HCS provide a link between the strategic planning process in housing at a local level and that of health & social care. Falkirk Council's HCS considers the following:

- Older people
- Disabled people
- Homeless households
- Mental health
- Offenders
- Drug and alcohol dependency.

The HCS has been heavily influenced by the HNDA and LHS2 with in the statement considers the evidence available on particularly vulnerable groups, two of which form the protected characteristics of the Equality Act 2010. <https://www.falkirk.gov.uk/coins/viewSelectedPack.asp?c=e%9C%9Db%94ny>

### **Health and Social Care Integration.**

The Public Bodies (Joint Working) (Scotland) Act 2014 sets out the framework for integrating health and social care services for older peoples and those with long term condition or disability. The national health and well-being outcome set the context for health and social care integration and future service provision for service users.

The integration of Health and Social Care has seen the establishment of a Falkirk Health and Social Care Integration (HSCI) Partnership with its own Integration Joint Board developed by Falkirk Council and NHS Forth Valley. The legislation requires a local plan to be produced to ensure people who use health and social care services get the right care and support whatever their needs, at any point on their care journey. The vision for the Falkirk Integrated Strategic Plan is as follows:

*“...ensure people live full, independent and positive lives within supportive communities”*

The focus of the HSCI Partnership is prevention and early intervention. It is recognised that the way services are delivered must change and people will be involved in service redesign to meet needs. The Partnership emphasise combining resources to provide integrated support and engaging with communities and staff to deliver on plans. The key issues for the Falkirk area are:

- There is an ageing population
- Growing numbers of people living with long term, multiple conditions and complex needs
- Early intervention and prevention can make a difference
- Carers and workforce support
- Deprivation, housing and employment

**National policy ‘Age Home and Community: A Strategy for Housing Scotland’s Older People’ 2012 – 2021.**

Scottish Government’s vision is to create a clear strategy for Older People alongside the Reshaping Care for Older People agenda. Both established to consider the future delivery of services for older people to ensure they are sustainable - <http://www.gov.scot/resource/doc/365373/0124256.pdf>

**Scottish Government HL1 Homelessness Statistics.**

Annual publication of statistics for homeless presentation and the use of temporary/supported accommodation. These provides analysis on each local authority and includes information on number of homeless presentations, housing options, decisions, outcomes, household type, reasons for homelessness, age and gender. These statistics have helped inform the HNDA and LHS3 and devise the priorities, outcomes and actions. - <http://www.gov.scot/Topics/Statistics/Browse/Housing-Regeneration/RefTables#Publications>

The publications, research, national guidance and legislation have all been considered in regards to the Equality Duty and protected characteristics of the Equality Act 2010. LHS3 has considered in all research and consultation the impact of the vulnerable groups within the local area and ensure all residents had the opportunity to consult using preferred methods of engagement. This allowed us ‘to create a Local Housing Strategy the community can be proud off’. As a result the Strategy & Development Team won the category of Community Involvement of the Year award at this year’s Celebrating Success 2016.

<b>Best Judgement:</b>	
<b>Has best judgement been used in place of data / research / evidence?</b>	No
<b>Who provided the best judgement and what was this based on?</b>	
<b>What gaps in data / information were identified?</b>	
<b>Is further research necessary?</b>	No
<b>If NO, please state why.</b>	A full consultation programme was carried out during May 2016 to September 2016. This was planned to ensure extensive methods of consultation in order to reach a wide an audience as possible.  The Consultation report, an appendix to LHS3 details the findings for all consultation events and demonstrates how consultation influenced the development of LHS3.  Consultation carried out as part of the HNDA was also used as included the LHS consultation.

**SECTION FOUR: ENGAGEMENT Engagement with individuals or organisations affected by the policy or proposal**

<b>Has the proposal / policy / project been subject to engagement?</b>	Yes		
<b>If YES, please state who was engagement with.</b>	<p>A full consultation programme was carried out especially for LHS3. This was planned to ensure extensive methods of consultation were used in order to reach a wide an audience as possible. The analysis of the consultation was used to develop LHS3 in particular the outcomes and actions of each priority.</p> <p>The Consultation report, an appendix to LHS3 details the findings for all consultation events, analysis of feedback/results and how it has influenced the development of LHS3.</p>		
<b>Engagement with users of service / stakeholders should take place. If NO engagement has been conducted, please state why.</b>			
<b>How was the engagement carried out?</b>	<b>What were the results from the engagement? Please list...</b>		
<b>Focus Group</b>	Yes	Further information on the focus groups and findings can be obtained in the Consultation Report	
<b>Survey</b>	Yes	Further information on the surveys and results can be obtained in the Consultation Report	
<b>Display / Exhibitions</b>	No		
<b>User Panels</b>	Yes	Citizens Panel	
<b>Public Event</b>	Yes	<p>A local festival and 6 Family Fun Days attended</p> <p>2 Local office pop up events</p> <p>1 RSL office pop up event</p>	
<b>Other: please specify</b>	Two presentations to Councillors and two to the Resident and Tenant Forum.		
<b>Has the proposal / policy / project been reviewed / changed as a result of the engagement?</b>	No		
<b>Have the results of the engagement been fed back to the consultees?</b>	Yes	A report is available as an appendix to LHS3 and a copy is available to anyone on request. Articles in Tenant Talk have also provided an overview of the findings of the consultation process and how this has	

		assisted in the development of the LHS, priorities, outcomes and actions. The full Consultation report can be accessed here <a href="#">***</a> . A copy will also be sent out to all those who participated in the focus groups.
Is further engagement recommended?	No	

**SECTION FIVE: ASSESSING THE IMPACT      Engagement with individuals or organisations affected by the policy or proposal**

**Equality Protected Characteristics:** What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, public protection etc.

Protected Characteristic	Neutral Impact	Positive Impact	Negative Impact	Please provide evidence of the impact on this protected characteristic.
Age		X		<p><b>Older population.</b> The population is expected to increase by 10% or 16,330 between 2012 and 2037.</p> <p>The number of households is projected to increase by 16% or 10,979 households. This increase in population and households is a consequence of the ageing population and in migration.</p> <p>The number of people over retirement age is projected to increase by 72% between 2012 and 2037 and by 175% for those aged over 85.</p> <p>This will mean a demand for purpose built housing to meet the needs of the aging population. It is likely that most older people wish to remain in their own home for as long as possible. It will also mean an increase in the demand for adaptations to be made to existing housing.</p> <p>The 2007 building standards include enhanced accessibility and adaptability standards. LHS3 will continue to deliver new builds properties which are accessible for all.</p> <p>The older people's population is increasing with people living longer. This means that there will be an increased need to adapt properties. Participants in</p>

				<p>the Older People Consultation would wish to remain in their own home where possible.</p> <p>There is low demand for the current model of HwC which needs to be revisited.</p> <p>There is a potential need for Extra Care Housing which is being explored through the IJB.</p> <p>There is a need for specialist housing advice for older people.</p> <p>There is a need to streamline the process for disabled adaptations and reduce timescales. This is being progressed through the iHub Adapting for Change project of which Falkirk is one of the 5 test sites nationally.</p> <p>The majority of older people are owner occupiers. A higher percentage of the properties in disrepair and fuel poor are occupied by older people (8% extreme &amp; 42% fuel poor). Therefore a need for housing advice and services for older home owners (small repairs handy man scheme and care and repair) is outlined in LHS3 through the HSB sub group which reports to the Strategic Planning Group.</p> <p><b><u>Under 35 age group and housing options.</u></b></p> <p>This is a group that was often considered difficult to engage with therefore we devised a focus group to specifically discuss housing options within the Council area and also an under 35 survey specifically asking about peoples housing aspirations and the realistic housing choices within the area. We also attended two Falkirk College events in an attempt to obtain views from this age group. The themes that emerged included; explore housing options for under 35s, to better publicise housing option and improve access to information were all concerns raised by the various forms of consultation.</p> <p>Due to many factors including Welfare Reform, single occupancy room rate, difficulty in obtaining mortgages, acquiring large deposits and low incomes have resulted in housing options being limited to this particular age group. LHS3 will explore realistic housing options for this group across all tenures.</p>
<b>Disability</b>		X		As set out in the HNDA, there is an all tenure need for between 300 and 510

				<p>wheelchair accessible properties</p> <p>Better integrated services as a result of the Health and Social Care Integration will allow for the right services to be provided at the right time ensuring people are better informed on their housing choices and the support available.</p> <p>Develop housing options for older people in line with the Older People Plan</p> <p>To coincide with the aging population it is estimated that an increase in demand on the adaptation services is inevitable. Therefore work has been on-going as part of the Health and Social Care Intergration to streamline the process to include more developed definitions of adaptations, rolling out a complex cases panel to made decisions on major adaptations across all tenure. Training in relation to completing disabled assessments and performance outcomes for monitoring adaptations. The budget for tenants and occupiers was under Housing Services but has been transferred to the Integrated Joint Board from April 2016.</p> <p>LHS3 is committed to building 161 (21%) adapted/wheelchair accessible properties during the course of LHS3.</p> <p>LHS is committed to being involved in the development of specific housing options for older people and those with disability covering housing, health and social care.</p> <p>Over the course of LHS3 specifications will be developed for new building housing including wheelchair and accessible housing. In addition and where viable provide provision of between 5-10% accessible properties on new build sites funded through the Strategic Housing Investment Programme (SHIP).</p> <p>There is a demand for disabled adaptations in 2% of the housing stock (1,380 units).</p> <p>There are around 300 people with a medical priority on the Council register. Using national research and the SHCS, locally there is all tenure need for between 300 – 510 wheelchair accessible properties. An initial discussion with affordable housing developers led to the recommendations of 5-10% of</p>
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			<p>wheelchair accessible properties on affordable housing sites where viable. This will be explored further and reported on in LHS3 under the section housing supply targets.</p> <p>There is a need for specialist advice for those with disabilities.</p> <p>Disabled people are significantly over represented in the social rented sector. They are also more likely to be pensioners</p> <p>There was an increase of 21% in the number people with a learning disability known to the local authority over 2011 – 2014. Around 20% are over the age of 60. Scottish Government research suggests the majority of people with a learning disability live and want to live in mainstream housing. People with a learning disability can feel socially isolated and deprived which can manifest itself as poor health, poverty and poor housing.</p>
<b>Gender</b>		X	<p>Commitments to increasing the number of affordable housing in the Falkirk area will benefits all protected characteristics. Females are more likely to have lower incomes compared to males due to their child care responsibilities. Better housing options and increasing the number of affordable housing will increase choice not just for woman but for anyone on low incomes.</p> <p>HL1 statistics show that single males are overrepresented in homeless applications. Falkirk Councils current Housing Options are equipped to provide advice and information on each applicant’s personal circumstances.</p>
<b>Ethnicity</b>	X		<p>White Scottish is the largest ethnic group (91%) which is higher than the overall Scottish figures (84%). The ethnic groups with the highest numerical increase on both the housing register and homeless presentations are Black Scottish/British and Polish. However the numbers remain small at less than 6% of the total. There is no evidence to suggest a need for specific house types however it remains important to provide information in a range of languages. The ME population remains younger then the population as a whole.</p>
<b>Religion / Belief / non-Belief</b>	X		
<b>Sexual Orientation</b>	X		

<b>Transgender</b>	X			
<b>Pregnancy / Maternity</b>	X			
<b>Marriage / Civil Partnership</b>	X			
<b>Other, socio-economic status, e.g. Poverty</b>	X			
<b>Other</b>		X		LHS3 is designed to make available affordable housing and increase housing options for people in the local area. The recession, the local economy, jobs and household finances have all had an impact on the resident of the Council area in particular housing.

**Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:**

duty to report progress on mainstreaming the equality duty; duty to publish equality outcomes and report progress; duty to assess and review policies and practices; duty to gather and use employee information; duty to publish gender pay gap information; duty to publish statements on equal pay, etc; duty to consider award criteria and conditions in relation to public procurement; duty to publish in a manner that is accessible, etc.; duty to consider other matters; and, duty of the Scottish Ministers to publish proposals to enable better performance.

	<b>Evidence of Due Regard</b>	<b>Negative Impact</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>		
<b>Advance Equality of Opportunity:</b>		

<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>		
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## SECTION SIX: PARTNERS / OTHER STAKEHOLDERS

Which sectors are likely to have an interest in or be affected by the proposal / policy / project?		Describe the interest / affect.
<b>Business</b>	Yes	Business would be interested as the local area has to be attractive in order to attract the best people as possible to their businesses. Therefore important to ensure there is a good choice of various all tenure housing options to make Falkirk Council a more attractive place for people to want to reside and work.
<b>Councils</b>	Yes	All Local Authorities have a legal duty to submit an annual LHS to the Scottish Government setting out the key priorities in relation to the provision of affordable housing in their areas and the appropriate support available to people as and when required. Therefore other local authorities will be interested in how the Council is progressing in meeting their commitments in the LHS.
<b>Education Sector</b>	No	
<b>Fire</b>	No	
<b>NHS</b>	Yes	The NHS is represented in the IJB which is responsible for planning, resourcing and the operational oversight of a wide range of health and social care services.
<b>IJB (Integrated Joint Board)</b>	Yes	
<b>Police</b>	No	
<b>Third Sector</b>	Yes	Many different types of organisations from the Third Sector are involved in the delivery of housing and support services to people so that people have choice in the services that can support them to maintain independent living. It is important the third sector is an <i>equal</i> partner in the development of the LHS and that effective partnership across health, social care <i>and the third sector</i> is embedded and sustained into the future to provide the right advice and support to enable people to make informed decisions about their housing as they age or there circumstance change.

**Other(s): please list and describe the nature of the relationship / impact**

Registered Social Landlords (RSL)  
Housing Services  
Third Sector  
Private Developers  
Health and Social Care Reform  
Private Sector  
Scottish Government

There is 16 RSLs in the Falkirk area with amenity, sheltered or very sheltered housing stock covering 559 properties and 3,463 mainstream properties. Our partnership working with Registered Social Landlords (RSLs) contributes to the joint funding of projects in the SHIP and determining the number of new builds. This partnership is necessary to ensure that any future housing developments include a variety of house types and sizes, reflecting local community needs while encourage new models of housing that enable older people to maintain their independence in the community and are fully adaptable to meet the changing life needs of tenants.

The Council's Housing Services in currently provides a wide range of Housing Options to anyone with a housing issue/need. It is important that any actions taken forward from 'The Older Peoples' Housing Plan, in particular the introduction of housing options designed for Older People and linking them to the Housing Options currently available. Exploring and providing realistic housing options for under 35 year olds will considered and implemented via ATH and the Local Hubs/Local Offices. Accessing high quality information and advice services will be vital to ensuring older people have access to the right housing and support.

It is crucial Private Developers liaise with the Council to ensure that they build homes which are suited to the changing needs of households. Developers should be encouraged to build to the Lifetime Homes standard to ensure that properties are flexible and adaptable. Lifetime Homes are designed to create and encourage better living environments for everyone from raising small children to coping with illness or dealing with reduced mobility in later life.

The Private Sector Housing is committed to ensuring better communication with tenants and landlords, robust enforcement procedures, effective repairs and maintenance solutions in order to drive up standards in the private sector to encourage peoples to consider the private rental sector as a viable option.

Private Developers ensure new builds can accommodate the variety of needs across the lifetime of the occupants as evidence suggests people want to remain in their homes as they age and want to remain as independent as possible.

	<p>Partnership involves local authorities and housing associations, as well as private and voluntary sector providers. All have a vested interest in LHS3 to ensure older people have choice in the services that can support them to maintain independent living. Most elderly people prefer to live independently in their own home, rather than entering institutional or hospital care, and the Scottish Government wishes to deliver health and social care in the community. This suggests there will be a growing demand for appropriate servicing and adaptation of the existing housing stock to incorporate wheelchair friendly and other facilities to allow this.</p> <p>Planning has a role to play in regards to LHS3 as they are responsible for developing the Local Development Plan (LDP) which is used to identify suitable land for new builds and grant planning applications. Planning will also look at potential projects to make sure there are no issues with sites, for example flooding, reduction in open space, building restrictions, listed buildings which may be renovated and impact on wildlife.</p> <p>The Scottish Government need to be satisfied that each Local Authority are addressing the issues, concerns and demand for housing within their communities linking their LHS with SOA and overall strategic aims of the Scottish Government.</p>
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## SECTION SEVEN: ACTION PLANNING

**Mitigating Actions:** As a result of performing this assessment, what actions are proposed to remove or reduce any risks of adverse outcomes identified on employees, service users or other people who share characteristics protected by the Equality Act

Identified Impact	To Who	Recommendation to address the issues raised	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
The EPIA demonstrates the proposal is robust; there is no potential for discrimination and opportunities to promote equality have been taken. All priorities, outcomes and actions in LHS3 are designed to contribute					

towards improving the communities for everyone.					
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**No Mitigating Actions**

**Where a negative impact on diverse communities has been identified what is the justification for continuing with the proposal / policy / project and why the recommendation cannot be implemented?**

<b>Are actions being reported to Members? If yes when and how?</b>	Yes	LHS3 will be put to Executive in February 2017 and the EQIA will be an appendix. The LHS including the priorities, actions and outcomes will be agreed by Members.
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**SECTION EIGHT: ASSESSMENT OUTCOME**

**Only one of following statements best matches your assessment of this proposal / policy / project. Please select on and provide your reasons.**

<b>No major change required</b>	Yes	Increasing new affordable housing, ensuring the correct support is available to people who require it, providing up to date housing options information, tackling fuel poverty, driving up standards in the private sector and improving our estates will have a positive impact on all residents. Overall the LHS3 is designed to benefit all protected characteristics and it is anticipated there will be neutral and positive impact for the protected characteristics listed above.
<b>The proposal has to be adjusted to reduce impact on protected characteristic groups</b>	No	
<b>Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups</b>	No	
<b>Stop the proposal as this is potentially in breach of equality legislation</b>	No	

**SECTION NINE: LEAD OFFICER SIGN OFF**

Lead Officer:			
Signature:		Date:	

**SECTION TEN: EPIA TASK GROUP USE ONLY**

<b>OVERALL ASSESSMENT OF EPIA:</b> Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties?		Yes / No
<b>ASSESSMENT FINDINGS</b>  If YES, use this box to highlight evidence in support of the assessment of the EPIA  If NO, use this box to highlight actions needed to improve the EPIA		
Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes been made?</u>	Yes / No	If YES, please describe:

LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA:		
LEVEL	COMMENTS	
HIGH	Yes / No	
MEDIUM	Yes / No	
LOW	Yes / No	

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

<b>Director / Head of Service:</b>			
<b>Signature:</b>		<b>Date:</b>	