

Scottish Borders Council

Stage 1 Equality Impact Assessment – Start Up

1.	Title of Proposal:	Strategic Housing Investment Plan (SHIP) 2019-24
2.	Service Area: Department:	Strategic Housing & Development Services, Regulatory Services The responsibility of developing the SHIP is Scottish Borders Council but its implementation is dependent on partnership working with a whole range of external organisations. Key partners include housing associations (RSLs), housing developers and various departments within SBC
3.	Description:	<p>Strategic Housing Investment Plans (SHIPs) are part of the Local Housing Strategy (LHS) process and set out the key development priorities in each local authority to inform Scottish Government housing investment decisions. SHIPs will be directly informed by the LHS and be developed in consultation with key stakeholders, these include; housing associations (RSLs), housing developers, private and voluntary sector service providers including information and advice providers, Care and Repair, housing support providers, estate agents, letting agents and private landlords.</p> <p>Local Authorities are required to produce and submit an annual SHIP to the Scottish Government for review. Scottish Borders Council has prepared this SHIP update in consultation with the SHIP Working Group in order to articulate how the Council will assist the Government in targeting its Affordable Housing Supply Programme and, how the Council's affordable housing investment needs identified in the Council's Local Housing Strategy (LHS) 2017-2022 will be prioritised and delivered in practice over a five year period</p> <p>The SHIP 2019-24 aims to:</p> <ul style="list-style-type: none"> • Prioritise the delivery of affordable housing over the next five years • Form the basis for more detailed programme planning and prioritises projects. • Deliver on priority outcomes identified in the Local Housing Strategy 2017-2022 • Highlight progress for delivery of affordable housing over 2017-18. <p>Local Authorities are required to produce and submit an annual SHIP update to the Scottish Government More Homes Division for review. Scottish Borders Council has prepared this SHIP update in consultation with the SHIP Working Group in order to articulate how the Council will assist the Government in targeting its Affordable Housing Supply Programme and, how the Council's affordable housing investment needs identified in the Council's Local Housing Strategy (LHS) will be prioritised and delivered in practice over a five year period.</p> <p>This needs to be read in conjunction with the LHS which is published separately.</p>

4.	Relevance to the Equality Duty. Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010? (If you believe that your proposal may have some relevance – however small please indicate yes)	
	Duty	Yes/No
	Elimination of discrimination (both direct & indirect), victimisation and harassment.	Yes. The implementation of the SHIP will have an impact on the whole population of the Scottish Borders as everyone needs a home
	Promotion of equality of opportunity?	Yes. The development and implementation of the SHIP and the action plan will identify and promote equality of opportunity
	Foster good relations?	Yes. The implementation of the SHIP is dependent on partnership working and requires engagement with a wide range of stakeholders. Through implementation there is also the potential to engage further and to build new relationships

5.	Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?				
	Equality Characteristic	Impact			Description
		No Impact	Possible Positive Impact	Possible Negative Impact	
	Gender, People with Religious or other Beliefs, Pregnancy and Maternity, Sexual orientation, Carers, Employees		X		The delivery of new affordable housing improves access to housing for all. There is likely to be a positive impact on these groups, and outcomes will be monitored through the life span of the LHS (the overarching strategy) and through the delivery of specific housing and support services
	Age		X		Children (19,132), young people (15,370) and older people (24,936) account for 52% of the population of the Scottish Borders and will benefit from the successful implementation of the SHIP. Supply of new affordable housing that meets the needs of the communities should provide a range of choice of housing for families, which in turn should benefit the health and well-being of children, young people and older people. Older people are one of the key client groups identified in the Independent Living objectives of the LHS. It clearly identifies the projected growth of this client group and identifies actions which should help meet the housing needs of older people. This will require effective joint working with Health and Social Care (Integration), RSLs and other private and voluntary sector organisations. Older and other vulnerable people are prioritised for assistance and grants for housing improvement and adaptations through the Care and Repair Service.

	Disability		X		The LHS set out an assessment of housing and housing needs of these people with disabilities. Further housing need assessment of these groups is currently underway, but the current SHIP is informed through evidence base from the LHS 2017-2022, the joint Strategic Needs Assessment, the Strategic Plan, the HNDA 2 and the Integrated Strategic Plan for Older People's Housing Care and Support.
	Race Groups		X		<p>A key objective of the Local Housing Strategy, and therefore, the SHIP is to eliminate discrimination; therefore, the SHIP is intended to have a positive effect on the promotion of equality, and takes into account the needs of a range of households in local communities in the Scottish Borders</p> <p>Previous research commissioned by the Council's Strategic Housing Services into the Housing Needs of Minority Ethnic Communities in the Scottish Borders concluded that minority ethnic households see housing as becoming less affordable, and affordable homeownership options should be promoted to minority ethnic households. There is also some evidence that some ethnic minority families would like to access larger house sizes in the social rented sector. This position has not changed.</p>
	Poverty		X		The SHIP sets out priority areas for investment in housing, including rural areas. The LHS (which informs the development of the SHIP) recognises the needs of those on low income through the Housing Needs and Demand Assessment 2, identifying the number of households unlikely to be able to afford market housing and projecting the number of households that require affordable housing solutions.

6.	<p align="center">Mitigation</p> <p>Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. If you are unsure of the answer please state this and recommend further investigation.</p>	
	Characteristic	Mitigation
	All	<p>No negative impacts identified but the extent of the positive impacts through SHIP delivery for specific groups is generally unknown, however through the implementation of the Local Housing Strategy 2017-2022 there will be improved monitoring of outcomes for these groups is being put in place.</p> <p>A key objective of the Local Housing Strategy, and therefore, the SHIP is to eliminate discrimination; therefore, the SHIP is intended to have a positive effect on the promotion of equality, and takes into account the needs of a range of households in local communities in the Scottish Borders, for example, all new housing developed by Registered Social Landlords has been developed to the 'Housing for Varying Needs' standard to ensure that households with a physical disability are not discriminated against when trying to access affordable housing. In addition, RSLs will address specific needs of tenants in order that their home is able to meet their needs.</p>

7.	How certain are you of the answers you have given?	
	Answer	Tick One
	Certain - I have populated the evidence base to support my answers.	✓
	Fairly Certain – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	Not Certain – further assessment is recommended if proposal is progressed.	

Completed By			
Name	Cathie Fancy,	Service Area.	Place
Post	Group Manager	Date	30 th July 2018
Completed By			
Name	Gerry Begg	Service Area.	Place
Post	Housing Strategy Manager	Date	10 th September 2018
Completed By			
Name	Ian Aikman	Service Area.	Place
Post	Chief Planning Officer	Date	25 th September 2018

This assessment should be presented to those making a decision about the progression of your proposal.

If it is agreed that your proposal will progress, you must send an electronic copy to corporate communications to publish on the webpage within 3 weeks of the decision.

For your records, please keep a copy of this Equality Impact Assessment form.

Scottish Borders Council

Stage 3 Equality Impact Assessment - Sign Off

3.1	Title of Proposal:	Strategic Housing Investment Plan (SHIP) 2019-24
3.2	Service Area: Department:	Housing Strategy and Services, Place The responsibility of developing the SHIP is Scottish Borders Council but its implementation is dependent on partnership working with a whole range of external organisations. Key partners include housing associations (RSLs), housing developers and various departments within SBC
3.3	Description:	<p>Strategic Housing Investment Plans (SHIPs) are part of the Local Housing Strategy (LHS) process and set out the key development priorities in each local authority to inform Scottish Government housing investment decisions. SHIPs will be directly informed by the LHS and be developed in consultation with key stakeholders, these include; housing associations (RSLs), housing developers, private and voluntary sector service providers including information and advice providers, Care and Repair, housing support providers, estate agents, letting agents and private landlords.</p> <p>Local Authorities are required to produce and submit an annual SHIP to the Scottish Government for review. Scottish Borders Council has prepared this SHIP update in consultation with the SHIP Working Group in order to articulate how the Council will assist the Government in targeting its Affordable Housing Supply Programme and, how the Council's affordable housing investment needs identified in the Council's Local Housing Strategy (LHS) 2017-2022 will be prioritised and delivered in practice over a five year period</p> <p>The SHIP 2019-2024 aims to:</p> <ul style="list-style-type: none"> • Prioritise the delivery of affordable housing over the next five years • Form the basis for more detailed programme planning and prioritises projects. • Deliver on priority outcomes identified in the Local Housing Strategy 2017-2022 • Highlight progress for delivery of affordable housing over 2017-2018. <p>Local Authorities are required to produce and submit an annual SHIP update to the Scottish Government More Homes Division for review. Scottish Borders Council has prepared this SHIP update in consultation with the SHIP Working Group in order to articulate how the Council will assist the Government in targeting its Affordable Housing Supply Programme and, how the Council's affordable housing investment needs identified in the Council's Local Housing Strategy (LHS) will be prioritised and delivered in practice over a five year period.</p> <p>This needs to be read in conjunction with the LHS which is published separately.</p>

3.4	Impact Assessment			
	Equality Characteristic	Impact		Description, Mitigation & Recommendations
		No Impact	Positive Impact	
	Age		X	The delivery of new affordable housing improves access to housing for all. There is likely to be a positive impact on these groups, and outcomes will be monitored through the life span of the LHS (the overarching strategy) and through the delivery of specific housing and support services
	Disability		X	
	Gender		X	
	Race Groups		X	A wide range of individuals and organisations were involved in the co-production and development of the LHS, the overarching framework within which the SHIP sits and the strategy which informs the SHIP. These can be examined in more detail in the LHS 2017-2022. The consultative draft was widely available to the general public.
	People with Religious or other Beliefs		X	
	Pregnancy and Maternity		X	
	Sexual Orientation		X	
	Carers		X	These ranged from, Community Councils, Health organisations, a wide range of voluntary groups, Housing Associations, Tenants organisations, The Equalities and Human Rights Commission and many others. A full list can be viewed as an Appendix to the LHS consultation report.
	Poverty		X	
	Employees		X	<p>In addition specific to the SHIP development consultation and engagement has been undertaken with key stakeholders in the affordable housing development process, including, for example, Registered Social Landlords, developers, other Council departments and Scottish Water.</p> <p>Recent research carried out in the Housing Strategy Team has improved our understanding of the residents of the Scottish Borders, particularly in terms of age, gender, disability, religious belief, sexual orientation and race. Specifically the needs for extra care housing for older people and the updating of the Housing Needs and Demand Assessment (2).</p> <p>The Council has agreed an Integrated Older People's Housing Care and Support Strategy, having previously commissioned consultants to research these matters and draft the strategy.</p>

3.5	Relevance to the Equality Duty in Summary:	
	What impact will your proposal have on the following :	
	Equality Duty	Reasoning:
	Elimination of discrimination (both direct & indirect), victimisation and harassment.	The implementation of the SHIP will have a positive impact on the whole population of the Scottish Borders as everyone needs a home.
	Promotion of equality of opportunity?	The implementation of the SHIP will help to identify and promote equal opportunity.
	Foster good relations?	There has been a wide ranging consultation period during the development of the SHIP and this will continue through partnership working. This will include strengthening already established partnerships and developing new partnerships to support the delivery and implementation of the SHIP.

3.6	Recommendations & Mitigation		
	Characteristic	Mitigation/Recommendation	Approved Yes/No
	All	It is important to ensure that all services that come under the SHIP are protected and consideration to all the protected characteristics and themes relevant to the plan have been included. Any new work that comes out of the SHIP will need to also be considerate of all the protected characteristics and will require EIA's to ensure this. The SHIP is carried out on an annual basis	Yes

Signed Off (Sign off <u>must</u> be completed by Service Manager or Director)			
Name	Cathie Fancy,	Directorate	Place
Post	Group Manager	Date	30 th July 2018
Completed By			
Name	Gerry Begg	Service Area.	Place
Post	Housing Strategy Manager	Date	10 th September 2018
Completed By			
Name	Ian Aikman	Service Area.	Place
Post	Chief Planning Officer	Date	25 th September 2018