

EQUALITY IMPACT ASSESSMENT RECORD

Title of policy/ practice/ strategy/ legislation etc.	Local Housing Strategy Guidance for Local Authorities 2019	
Minister	Kevin Stewart, Minister for Local Government, Housing, and Planning	
Lead officials	Lisa Bullen & John Mcrorie	
Officials involved in the EQIA	Sharon McGuire, Tackling Fuel Poverty Unit	
	Diane Steele Housing Services Policy Unit	
	Bruce Sutherland Equality Unit	
Team: Division: Directorate:	More Homes Division Housing and Social Justice Directorate	
New policy or revision to existing policy?	Refresh of existing Local Housing Strategy guidance for local authorities	

Screening

Policy Aim

Section 89 of the Housing Scotland Act 2001 places a statutory duty on every local authority authorities to prepare and submit a Local Housing Strategy (LHS) to Scottish Ministers. This Equality Impact Assessment is undertaken on guidance (not policy) for local authorities to support and influence the development of a LHS.

The aim of the LHS guidance is to support local authorities in the development of a local housing strategy, for it to include clear outcomes and actions backed up by robust data, and for there to be links to Scottish Government national priorities, plans and targets as well as local priorities and plans.

Section 89 (11) of the Housing (Scotland) Act 2001 requires local authorities to keep a LHS under review. The LHS guidance sets out that local authorities should review progress annually

The Housing (Scotland) Act 2001 also requires that a LHS should be supported by an assessment of stock condition and the needs and demands of people in the area for housing accommodation including for people with special needs. The LHS guidance includes reference to the Housing Need and Demand Assessment requirements that form part of the Local Housing Strategy.

The LHS guidance supports local authorities in the development of a LHS that contains housing outcomes and actions that are linked to Scottish Government national priorities, plans and targets as well as local priorities that can contribute to the delivery of the following National Outcomes:

- We live in communities that are inclusive, empowered, resilient and safe;
- We tackle poverty by sharing opportunities, wealth and power more equally;
- We respect, protect and fulfil human rights and live free from discrimination;
- We grow up loved, safe and respected so that we realise our full potential
- We value, enjoy, protect and enhance our environment.
- We are healthy and active.

Who will it affect?

The LHS guidance supports local authorities with the statutory requirement to prepare a LHS in each local authority area and submit a copy to Scottish Ministers. A LHS will set out a local authority's agreed strategic vision and priorities for the future of housing and housing related services and therefore in this regard it affects everyone living or with the intention of living in Scotland.

What might prevent the desired outcomes being achieved?

The LHS guidance contains information on a range of statutory requirements and key Scottish Government targets to help support local authorities with the development of a LHS that addresses the needs of people in their local authority area. The LHS guidance states that each LHS submitted to Scottish Ministers should contain information on how all statutory requirements are being fulfilled and how local policies and actions align with Scottish Government national priorities, plans and targets.

To ensure that the desired outcomes are achieved, the Scottish Government has a review process in place to support continuous improvement. The Scottish Government and local authority peer support undertake the review process jointly at a time most beneficial to the local authority, which is usually the draft stage of a LHS.

Part of the review process includes the Scottish Government providing constructive feedback in writing to each local authority on the content of an LHS that highlights where the strengths are as well as areas for improvement for the local authority to consider. Each local authority is asked to respond to the areas for improvement by providing details of how these will be addressed. All finalised LHS are submitted to Scottish Ministers.

There is a requirement set out in the LHS guidance for local authorities to review progress annually.

Initial Assessment?

An Equality Impact Assessment is required on the LHS guidance.

Stage 1: Framing

Summary of the initial findings of framing exercise which helped identify existing evidence and potential impacts:

The previous LHS guidance was published in August 2014 was subject to a full EQIA and this has been used as a starting point for developing the EQIA for the refreshed guidance.

This is refreshed guidance (and not new policy) and this EQIA takes on board findings from other policy impact assessments undertaken by Scottish Government officials on their respective policy areas and the findings from these assessments.

The LHS guidance includes a requirement for local authorities to prepare an EQIA at the same time as development of a LHS so that its findings can help inform the LHS. The LHS guidance encourages local authorities to undertake a Health Inequalities Impact Assessment, Child Rights and Wellbeing Impact Assessment, and Equalities and Human Rights Impact Assessment amongst others.

A review carried out on policy impact assessments for policy areas that are included in the LHS guidance suggested the following Negative Impacts:-

- The **Fuel Poverty (Target, Definition and Strategy) (Scotland) Act 2019** - Gypsy/Travellers (not living in bricks/mortar homes) are unable to change energy suppliers and have to use prepayment meters. Some concerns on the proposed changes to older households where, if a person does not suffer from any long-term sickness or disability they will not be considered as requiring an enhanced heating regime until they reach 75 years of age to have potentially negative impacts on those between 60 – 75 years. Children under 5 years were identified as potentially experiencing negative impacts from the proposed new fuel poverty definition if there is no enhanced heating regime for households with children under the age of five.

Summary of how these Negative Impacts are addressed in the Refreshed LHS Guidance:

- **The Fuel Poverty (Target, Definition and Strategy) (Scotland) Act 2019** –The LHS guidance asks each local authority to set out in its LHS by location, the scale and nature of fuel poverty in its area, and the type and number of households it considers to be the most vulnerable and how action to address the needs of these households is being prioritised. Future regulations to the Fuel Poverty (Target, Definition and Strategy) (Scotland) Act 2019 will set out the households to which the enhanced heating regime will apply. The LHS guidance requires local authorities to demonstrate how delivery of good quality housing, housing services and place-making in the local authority area supports and helps deliver national priorities, plans and targets, including ‘Every Child, Every Chance – The Tackling Child Poverty Delivery Plan’.

Evidence Base

The LHS guidance makes reference to the Housing Need and Demand Assessment requirements, which form part of the Local Housing Strategy. The Housing Need and Demand Assessment (HNDA) undertaken by each local authority (or group of authorities in city regions) is used as the main evidence base for the LHS. Equality data is made available by the Centre for Housing Market Analysis (CHMA) to local authorities using an *Evidence Finder tool*. The HNDA guidance recognises that there are gaps in the available data and highlights instances where local knowledge can be more appropriate.

The HNDA guidance was updated in 2018 and as part of the ‘robust and credible’ appraisal local authorities are required to consult with external stakeholders and report on their findings. This requirement should strengthen the evidence base by obtaining information on housing need from those affected and their representatives.

Following a review of LHSs submitted to Scottish Ministers during the period of 2015 to 2018, the following areas have been addressed, as far as possible, in the refreshed guidance:

- A number of EQIAs suggested a tick box exercise as there did not appear to be any meaningful assessment with effective consultation; **The LHS Guidance asks local authorities, in a LHS, to include evidence of early engagement with a wide range of people and communities of interest that has helped inform the LHS development process, including the use of co-production, as appropriate.**
- EQIA findings are not always carried forward for consideration in the LHS and do not feature as actions within the LHS action plan; **The LHS guidance encourages local authorities to demonstrate in a LHS**

how findings from an EQIA have translated into priorities and outcomes.

- The required Equality Statement is hidden in an annex and not given sufficient priority; **The LHS guidance asks each local authority to include a statement that reflects the local authority's commitment to addressing inequalities in housing and that equality is central to all housing and housing services delivery.**
- Equality in some instances is still considered separately, rather than being mainstreamed; **As well as suggesting early engagement with a wide range of people and communities of interest that has helped inform the LHS development process, the LHS guidance encourages local authorities to demonstrate how findings from an EQIA have translated into priorities and outcomes in an LHS.**
- The needs of Gypsy/Travellers are often not fully considered. **The LHS guidance has been strengthened so that the needs of Gypsy/Travellers are identified, understood and addressed with a requirement for local authorities to evidence recent engagement with the Gypsy/Traveller community to better understand their needs.**
- Some LHSs focus on older people and those with a physical disability, to the exclusion of other protected characteristics. **The LHS guidance includes reference to the Equality Act 2010 and contains information on all protected characteristics. Local authorities are expected to demonstrate how findings from an EQIA have translated into priorities and outcomes in a LHS. A summary of the review process is set out in the LHS guidance and this ensures that there is robust feedback to local authorities.**

The LHS guidance has been reviewed by internal stakeholders, including Scottish Government policy teams and the Equality Unit before being consulted on externally. External consultation has been held with local authority representative organisations (Associate of Local Authority Chief Housing Officers and The Convention of Scottish Local Authorities) and other stakeholders, including members of the Scottish Housing Network, NHS Health Scotland and the Equalities Human Rights Commission.

The LHS guidance asks each local authority to demonstrate in a LHS how effective engagement and consultation has been undertaken to help influence LHS priorities, actions and outcomes. It also asks local authorities to evidence who and how people, in particular those who are harder to reach, were given the opportunity to become involved. A draft LHS is subject to a formal consultation by each local authority.

The Community Empowerment (Scotland) Act 2015 introduced changes to community planning legislation and community planning now has a clear statutory purpose focused on improving outcomes. The LHS guidance encourages local authorities to work in partnership with other community planning partners and local communities on outcomes for which they are responsible.

Good practice is identified through the LHS review process to be shared with all local authorities. All LHS and related impact assessments are required to be made available on local authority websites.

Extent/Level of EQIA required

The purpose of the LHS Guidance is to support local authorities in the development of a LHS to address the housing and housing related service needs for all residents and potential residents across Scotland. It is therefore considered that a full EQIA on the LHS guidance is required.

Stage 2: Data and evidence gathering, involvement and consultation

Include here the results of your evidence gathering (including framing exercise), including qualitative and quantitative data and the source of that information, whether national statistics, surveys or consultations with relevant equality groups.

Characteristic ¹	Evidence gathered and Strength/quality of evidence	Source	Gaps identified and action taken
AGE	<p>Homelessness affects disproportionate number of young people and those leaving institutions (statistics and anecdotal)</p> <p>Fuel poverty highest amongst older people and families with young children - lower incomes, longer periods spent in the home leading to potentially higher energy bills. Impact assessment carried out on 2030 Route Map</p>	<p>Scottish Government Homelessness policy team</p> <p>Finding from Impact assessments carried out on Fuel Poverty (Target, Definition and Strategy) (Scotland) Act 2019 / Climate Change etc.</p>	<p>Impact on young people and those leaving institutions included in the LHS Guidance with reference provided to Rapid Rehousing Transition Plans.</p> <p>Bill/Policy has taken this into account to ensure a positive/neutral affect. LHS Guidance asks local authorities to set out in an LHS by location, the scale and nature of fuel poverty in its area and the type and number of households it considers to be the most vulnerable and how action to address the needs of these households is being prioritised</p>

¹ Refer to Definitions of Protected Characteristics document for information on the characteristics

	<p>Higher level of need for adaptations evidenced amongst older people</p>	<p>Household survey and housing supply for adaptations statistics & LHS peer reviews.</p>	<p>LHS Guidance asks local authorities to include in a LHS information on how its housing services will work with Integration Joint Boards to deliver the outcomes in its Strategic Commissioning Plan that will have been informed by a Joint Strategic Needs Assessment.</p>
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	<p>Higher need for accessible and wheelchair accessible housing across tenure to provide choice</p> <p>HNDA evidence finder links to all the latest evidence data and policy documents to help local authorities develop a robust and credible HNDA evidence base to inform an LHS</p>	<p>A range of research & views of Accessible Housing Group</p> <p>HNDA evidence base</p>	<p>The LHS guidance asks local authorities to demonstrate that consideration has been given to the specialist provision requirements for those of all ages, in all types of household, across all tenures. The LHS guidance asks local authorities to include information in a LHS on what target has been set for delivery of wheelchair accessible housing in the local authority area.</p> <p>LHS Guidance asks local authorities to set out in a LHS a clear statement that reflects the local authority's commitment to addressing inequalities in housing and that equality is central to all housing and housing services delivery. Key findings from the HNDA will be used by local authorities to evidence the need for a policy, outcome or action.</p>
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<p>DISABILITY</p>	<p>A high level of need for adaptations amongst disabled people.</p>	<p>Housing statistics for adaptations funding</p>	<p>LHS Guidance asks local authorities to include in a LHS information on how its housing services will work with Integration Joint Boards to deliver the outcomes in its Strategic Commissioning Plan that will have been informed by a Joint Strategic Needs Assessment.</p> <p>LHS Guidance asks local authorities to set out in a LHS an understanding of local need for specialist provision of all types and its agreed approach to planning strategically for this need to ensure support for independent living, wherever possible, across all tenures.</p>
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	<p>Fuel poverty has high impact on those with a disability, not least because of the longer periods spent in the home, leading to potentially high energy bills and lower incomes</p> <p>A realistic target to be set by each LA for wheelchair accessible homes across all tenures</p> <p>10% of new homes across all tenures to be wheelchair-accessible requested</p> <p>Equality and Human Rights Commission Recommendations:</p> <p>1. Building more Accessible and Adaptable homes:</p> <ul style="list-style-type: none"> • Ensure a minimum of 10% new build homes across all tenures are wheelchair accessible • Local Authorities to meet their duty to publish a EQIA alongside LHS/Strategic Housing Investment Plan • Scottish Government to undertake a fundamental review of Housing for Varying Needs to ensure inclusive design <p>2. Improving the installation of home adaptations:</p>	<p>EQIAs on Fuel Poverty (Target, Definition and Strategy) (Scotland) Act 2019 / Climate change etc. & LHS reviews</p> <p>A Fairer Scotland for Disabled People Delivery Plan</p> <p>Our Place, Our Space Report - Independent Living Scotland</p> <p>European Human Rights Commission Inquiry into housing for disabled people May 2018 Recommendations (4)</p>	<p>LHS guidance asks local authorities to set out in a LHS by location, the scale and nature of fuel poverty in an area, as well as the type and number of households it considers the most vulnerable and how action to address the needs of these households is being prioritised.</p> <p>The LHS guidance asks local authorities to include information in a LHS on what target has been set for delivery of wheelchair accessible housing in the local authority area.</p>
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	<ul style="list-style-type: none"> Local Authorities to provide increased specialist disability advice & advocacy services for housing options <p>HNDA evidence finder: Scottish Government - The Same as You? Scottish Neighbourhood Statistics Scottish Government Housing for Older People/ Those with Disabilities Housing for Varying Needs: A Design Guide Parts 1 & 2</p>		<p>deliver the outcomes in its Strategic Commissioning Plan, which will have been information by a Joint Strategic Needs Assessment.</p> <p>The HNDA is the primary evidence base for the LHS and its key findings should help local authorities to determine outcomes and priorities for future housing and related service delivery.</p>
<p>SEX (INCLUDING PREGNANCY AND MATERNITY)</p>	<p>HNDA evidence finder: Scottish Government Violence Against Women Scotland's 2011 Census Results Scottish Government: Domestic Abuse Statistical Bulletin Scottish Neighbourhood Statistics Women's Aid Census Scottish Government: Domestic Abuse, Homelessness & Housing: An Evidence Review Scottish Government: Refuges for Women, Children & Young People</p> <p>There is little evidence, excepting domestic abuse, on specific needs arising for housing or housing related services for this characteristic.</p>	<p>National data for domestic abuse only source of evidence.</p> <p>LHS peer review</p>	<p>The LHS guidance encourages local authorities to consider Equally Safe - Scotland's Strategy for Preventing and Eradicating Violence Against Women and Girls & the Equally Safe Delivery Plan. It asks local authorities to set out in a LHS how housing and housing related services will drive continuous improvement in ensuring that women and girls at risk of and experiencing violence and abuse receive joined up, effective mainstream and specialist service support.</p>

GENDER REASSIGNMENT	HNDA evidence finder: Gay, Bisexual & Transgender (LGBT) in Scotland: A Guide for Social Housing Providers & Homelessness Services (2009) – little evidence available	HNDA evidence base	The LHS Guidance asks local authorities to demonstrate in a LHS that consideration has been given to the specialist provision requirements for those of all ages, in all types of household, across all tenures.
SEXUAL ORIENTATION	HNDA evidence finder: Gay, Bisexual & Transgender (LGBT) in Scotland: A Guide for Social Housing Providers & Homelessness Services (2009) – Little evidence available	HNDA evidence base	The LHS Guidance asks local authorities to demonstrate in a LHS that consideration has been given to the specialist provision requirements for those of all ages, in all types of household, across all tenures.
RACE	Gypsy/Travellers (not living in bricks/mortar homes) are unable to change energy suppliers and have to use prepayment metres.	Fuel Poverty (Target, Definition and Strategy) (Scotland) Act 2019 EQIA	The LHS guidance asks each local authority to set out in a LHS by location, the scale and nature of fuel poverty in its area, and the type and number of households it considers the most vulnerable and how action to address the needs of these households is being prioritised. Future regulations to the Fuel Poverty (Target, Definition and Strategy) (Scotland) Act 2019 will set out the households to

	<p>Large or extended BME families required suitable sized housing (although this is not restricted to BME people)</p> <p>Overcrowding statistics and Scottish Government Equality Outcomes: ethnicity evidence review http://www.scotland.gov.uk/Resource/0042/00421188.pdf</p> <p>HNDA evidence finder: Positive Action on Housing Scotland's 2011 Census Results Scottish Government Scottish Household Survey Results Heriot Watt University: Housing & Ethnicity</p> <p>Gypsy/Travellers - A need for pitches and sites that are well maintained.</p> <p>Gypsy/Traveller Ministerial Working Group – looking at all aspects of life provides regular reports.</p>	<p>HNDA evidence base</p> <p>Equal Opportunities Committee Report 2013</p> <p>Ministerial Working Group HNDA evidence base</p>	<p>which the enhanced heating regime will apply.</p> <p>The LHS guidance encourages local authorities to consider the needs of ethnic minority families for homes suitable for larger/extended family groups.</p> <p>The LHS Guidance asks local authorities to include information a LHS on an assessment of whether currently available sites/pitches meet the minimum standards for Gypsy/Traveller sites and if they do not, what action will be taken to ensure compliance and what</p>
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	<p>HNDA evidence finder: Craigforth: An Accommodation Needs Assessment of Gypsy/Travellers in West Central Scotland Scottish Government: A Survey of Travellers Views Equal Opportunities Committee Report: Where Gypsy/Travellers live – 2013</p>		<p>are the timescales for achieving this.</p> <p>The LHS Guidance asks local authorities to provide evidence of recent engagement with the Gypsy/Traveller community to better understand their needs.</p> <p>The LHS Guidance asks local authorities to include in an Outcomes Action Plan a summary of the links that outcomes have on national priorities, plans & targets & links to Local Outcome Improvement Plan/Locality Plans and Local Authority Plans.</p>
RELIGION OR BELIEF	<p>Little evidence available of specific need. HNDA evidence finder: Scotland's 2011 Census Results Scottish Household Survey</p>	HNDA evidence base	<p>The LHS Guidance asks local authorities to demonstrate in an LHS that consideration has been given to the specialist provision requirements for those of all ages, in all types of household, across all tenures.</p>

Stage 3: Assessing the impacts and identifying opportunities to promote equality

Having considered the data and evidence you have gathered, this section requires you to consider the potential impacts – negative and positive – that your policy might have on each of the protected characteristics. It is important to remember the duty is also a positive one – that we must explore whether the policy offers the opportunity to promote equality and/or foster good relations.

Do you think that the policy impacts on people because of their age?

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation	x			The LHS Guidance asks local authorities to consider and address in a LHS the needs for all regardless of age and provide appropriate housing and support. Harassment and victimisation should be addressed through relevant local authority policies e.g. allocations policy.
Advancing equality of opportunity	x			The LHS Guidance asks local authorities to consider and address in a LHS the current and future need for specialist housing provision, taking into account the growing number of people living longer and supporting the independent living agenda. The housing system should seek to provide a range of housing for people of all ages.
Promoting good relations among and between different age groups	x			The LHS Guidance asks local authorities to explain in a LHS how the Place Principle is being used to deliver change within communities and achieve desired outcomes. The Place Standard Tool is already widely used by local authorities

				primarily to engage with local communities to inform Local Outcome Improvement Plans and Locality Plans.
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Do you think that the policy impacts disabled people?

Disability	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation	x			The LHS Guidance asks local authorities to consider and address in a LHS the needs for all regardless of disability and provide appropriate housing and support. Harassment and victimisation should be addressed through relevant LA policies e.g. allocations policy.
Advancing equality of opportunity	x			The LHS Guidance asks local authorities to consider and address in a LHS the current and future need for specialist provision, taking into account the growing number of people living longer and supporting the independent living agenda. It also includes provision for local authorities to include information in an LHS on what target has been set for the delivery of wheelchair accessible housing in the local authority area.
Promoting good relations among and between disabled and non-disabled people	x			The LHS Guidance asks local authorities to explain in a LHS how the Place Principle is being used to deliver change within communities and achieve desired outcomes. The Place Standard Tool is already widely used by local authorities

				primarily to engage with local communities to inform Local Outcome Improvement Plans and Locality Plans.
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Do you think that the policy impacts on men and women in different ways?

Sex (including pregnancy and maternity)	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	x			Although not a specific feature in the LHS Guidance, it asks local authorities to explain in a LHS how the Place Principle is being used to deliver change within communities and achieve desired outcomes. The Place Standard Tool is already widely used by local authorities primarily to engage with local communities to inform Local Outcome Improvement Plans and Locality Plans.
Advancing equality of opportunity	x			The LHS Guidance asks local authorities to demonstrate in a LHS that consideration has been given to the specialist provision requirements for those of all ages, in all types of household, across all tenures, including domestic abuse.
Promoting good relations between men and women	x			Although not a specific feature in the LHS Guidance, it does ask local authorities to explain how the Place Principle is being used to deliver change within communities and achieve desired outcomes. The Place Standard Tool is already

				widely used by local authorities primarily to engage with local communities to inform Local Outcome Improvement Plans and Locality Plans.
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Do you think your policy impacts on transsexual people?

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	x			<p>Local authorities must exercise functions conferred on them under the Housing (Scotland) Act 2001 in a manner that encourages equal opportunities and observance of the requirements set out in the Equality Act 2010.</p> <p>The LHS Guidance asks local authorities to include a statement that reflects the local authority's commitment to addressing inequalities in housing and demonstrate how findings from an EQIA have translated into priorities and outcomes in a LHS.</p> <p>The LHS Guidance asks local authorities to demonstrate in a LHS that consideration has been given to the specialist provision requirements for those of all ages, in all types of household, across all tenures, including lesbian, gay, bisexual and transgender people.</p>
Advancing equality of opportunity	x			The LHS Guidance asks local authorities to demonstrate in a LHS that consideration has been

				given to the specialist provision requirements for those of all ages, in all types of household, across all tenures, including lesbian, gay, bisexual and transgender people.
Promoting good relations	x			Although not a specific feature in the LHS Guidance, it asks local authorities to explain how the Place Principle is being used to deliver change within communities and achieve desired outcomes. The Place Standard Tool is already widely used by local authorities primarily to engage with local communities to inform Local Outcome Improvement Plans and Locality Plans.

Do you think that the policy impacts on people because of their sexual orientation?

Sexual orientation	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	x			<p>Local authorities must exercise functions conferred on them under the Housing (Scotland) Act 2001 in a manner that encourages equal opportunities and observance of the requirements set out in the Equality Act 2010.</p> <p>The LHS Guidance asks local authorities to include a statement that reflects the local authority's commitment to addressing inequalities in housing and they are encouraged to demonstrate how findings from an EQIA have translated into priorities and outcomes in a LHS.</p> <p>The LHS Guidance asks local authorities to demonstrate in a LHS that consideration has been given to the specialist provision requirements for those of all ages, in all types of household, across all tenures, including lesbian, gay, bisexual and transgender people.</p>
Advancing equality of opportunity	x			<p>The LHS Guidance asks local authorities to demonstrate in a LHS that consideration has been given to the specialist provision requirements for those of all ages, in all types of household, across all tenures, including lesbian, gay, bisexual and transgender people.</p>

Promoting good relations	x			Although not a specific feature in the LHS Guidance, it does ask local authorities to explain how the Place Principle is being used to deliver change within communities and achieve desired outcomes. The Place Standard Tool is already widely used by local authorities primarily to engage with local communities to inform Local Outcome Improvements and Locality Planning.
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Do you think the policy impacts on people on the grounds of their race?

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	x			<p>The LHS Guidance asks local authorities to consider and address in a LHS the needs for all regardless of race and provide appropriate housing and support. The LHS guidance asks local authorities to include evidence in a LHS that engagement has taken place with ethnic minority communities to understand and consider any needs that are additional to those covered by mainstream housing.</p> <p>Harassment and victimisation should be addressed through relevant LA policies e.g. allocations policy.</p>
Advancing equality of opportunity	x			The LHS guidance asks local authorities to include in a LHS provision for housing and housing related service needs of those from all

				ethnic minorities, including the need for sites and pitches for Gypsy/Travellers and homes suitable for larger/extended family groups.
Promoting good race relations	x			Although not a specific feature in the LHS Guidance, it asks local authorities to explain how the Place Principle is being used to deliver change within communities and achieve desired outcomes. The Place Standard Tool is already widely used by local authorities primarily to engage with local communities to inform Local Outcome Improvement Plans and Locality Plans.

Do you think the policy impacts on people because of their religion or belief?

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	x			<p>Local authorities must exercise functions conferred on them under the Housing (Scotland) Act 2001 in a manner that encourages equal opportunities and observance of the requirements set out in the Equality Act 2010.</p> <p>The LHS Guidance asks local authorities to include a statement that reflects the local authority's commitment to addressing inequalities in housing and they are encouraged to demonstrate how findings from an EQIA have translated into priorities and outcomes in a LHS.</p>

Advancing equality of opportunity			x	Unaware of anything to address.
Promoting good relations	x			Although not a specific feature in the LHS Guidance, it asks local authorities to explain how the Place Principle is being used to deliver change within communities and achieve desired outcomes. The Place Standard Tool is already widely used by local authorities primarily to engage with local communities to inform Local Outcome Improvement Plans and Locality Plans.

Stage 4: Decision making and monitoring

Identifying and establishing any required mitigating action

<p>Have positive or negative impacts been identified for any of the equality groups?</p>	<p>Negative impacts:</p> <p>Fuel Poverty (Target, Definition and Strategy) (Scotland) Act 2019</p> <ul style="list-style-type: none">• Gypsy/Travellers (not living in bricks/mortar homes) are unable to change energy suppliers and have to use prepayment meters.• Some concerns on the proposed changes to older households where, if a person does not suffer from any long-term sickness or disability they will not be considered as requiring an enhanced heating regime until they reach 75 years of age to have potentially negative impacts on those between 60 – 75 years.• Children under the age of five were identified as potentially experiencing negative impacts from the proposed new fuel poverty definition if there is no enhanced heating regime for households with children under the age of five. <p>The LHS guidance asks each local authority to set out in its LHS by location, the scale and nature of fuel poverty in its area and the type and number of households it considers to be the most vulnerable and how action to address the needs of these households is being prioritised.</p>
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	<p>The LHS guidance includes reference to the Fuel Poverty (Target, Definition and Strategy) (Scotland) Act 2019 that introduces a new statutory target for reducing fuel poverty so that by 2040, as far as reasonably possible, no household, in any Local Authority area, in Scotland is in fuel poverty and, in any event, no more than 5% of households, in any Local Authority areas, in Scotland are in fuel poverty; no more than 1% of households in Scotland are in extreme fuel poverty; and the median fuel poverty gap of households in fuel poverty in Scotland is no more than £250 in 2015 prices before adding inflation.</p> <p>The LHS guidance requires local authorities to demonstrate in a LHS how delivery of good quality housing, housing services and place-making in the local authority area supports and helps deliver national priorities, plans and targets, including ‘Every Child, Every Chance – The Tackling Child Poverty Delivery Plan’.</p>
Is the policy directly or indirectly discriminatory under the Equality Act 2010 ² ?	No
If the policy is indirectly discriminatory, how is it justified under the relevant legislation?	N/A
If not justified, what mitigating action will be undertaken?	N/A

² See EQIA – Setting the Scene for further information on the legislation.

Describing how Equality Impact analysis has shaped the policy making process

The EQIA process has helped to highlight areas where the LHS guidance should be strengthened to help specific people and groups. The refreshed guidance should better support local authorities to develop robust Local Housing Strategies that address all equality issues.

Monitoring and Review

We have consulted with a wide range of internal and external stakeholders on the content of the refreshed LHS guidance and this would help raise any concerns related to the equality agenda.

There is a statutory requirement for Local Housing Strategies to be submitted to Scottish Ministers.

Stage 5 - Authorisation of EQIA

Please confirm that:

- ◆ This Equality Impact Assessment has informed the development of this policy:

Yes x No

- ◆ Opportunities to promote equality in respect of age, disability, sex (including pregnancy and maternity), gender reassignment, sexual orientation, race and religion or belief have been considered, i.e:
 - Eliminating unlawful discrimination, harassment, victimisation;
 - Removing or minimising any barriers and/or disadvantages;
 - Taking steps which assist with promoting equality and meeting people's different needs;
 - Encouraging participation (e.g. in public life)
 - Fostering good relations, tackling prejudice and promoting understanding.

Yes x No

Declaration

I am satisfied with the equality impact assessment that has been undertaken for the 2019 Local Housing Strategy Guidance and give my authorisation for the results of this assessment to be published on the Scottish Government's website.

**Name: Gareth Brown
Deputy Director, More Homes Division**

Authorisation Date: 23 August 2019