



ABERDEEN
CITY COUNCIL

Equalities



Equalities Statement

Aberdeen City Council is committed to encouraging equal opportunities and diversity. The Equalities Act (2010) legally requires local authorities to have a duty to improve the equality opportunities and ensure that services do not discriminate on the following groups:

- Age.
- Disability.
- Sex.
- Gender Re-assignment.
- Pregnancy and Maternity.
- Marriage and Civil Partnership.
- Sexual orientation.
- Race.
- Religion or Belief.

We want everyone in Aberdeen to have an equal opportunity to access high quality housing and housing services and live free from discrimination and victimisation, including those who experience poverty and social disadvantage.

Our local housing strategy will ensure that we embrace the following themes:

- Elimination of unlawful discrimination.
- Advancement of equality of opportunity for people who share a protected characteristic and those who do not; and.
- Fostering good relationships between people from different groups.

Our vision will enable us to meet our legal obligation to eliminate unlawful discrimination and to deliver higher quality and more responsive housing services. It is also consistent with the vision set out in Aberdeen's Community Plan for the people of Aberdeen and reflects our commitment under Aberdeen's Local Outcome Improvement Plan.

We will create a culture that values all the differences that communities bring, and which values openness, fairness, transparency and reward and recognition based on ability and achievement only. We will strive to eliminate unlawful discrimination, prejudice, stereotyping, harassment and victimisation.

The strategy has been developed in partnership with people from a wide range of backgrounds to ensure that our strategy is as accessible and inclusive as possible.

Aberdeen City Council has considered the range of people who might be affected by the local housing strategy. The strategy has shown that this has many positive impacts on all of the equality impact groups.

Equality and Human Right Impact Assessment: The Form											
Aberdeen City Council	<p>EHRIA Please use this form to any new or revised policy, strategy, plan, procedure, report or business case – referred to as “proposal”.</p> <p>If No impact assessment is required, please complete sections 1, 6 & 7 of the form providing the evidence to support your decision.</p>										
1: Equality and Human Rights Impact Assessment - Essential Information											
Name of Proposal: Local Housing Strategy 2018 - 2023	Date of Assessment: 1st November 2017										
Service: TBA	Directorate: TBA										
Who does this proposal affect? <i>Please Tick</i>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 2px;">Employees</td> <td style="text-align: right; padding: 2px;">✓</td> </tr> <tr> <td style="padding: 2px;">Job Applicants</td> <td style="text-align: right; padding: 2px;">✓</td> </tr> <tr> <td style="padding: 2px;">Service Users</td> <td style="text-align: right; padding: 2px;">✓</td> </tr> <tr> <td style="padding: 2px;">Members of the Public</td> <td style="text-align: right; padding: 2px;">✓</td> </tr> <tr> <td style="padding: 2px;">Other (List below)</td> <td style="text-align: right; padding: 2px;">✓</td> </tr> </table> <p>Commercial Companies, Housing Associations, House Builders, 3rd Sector</p>	Employees	✓	Job Applicants	✓	Service Users	✓	Members of the Public	✓	Other (List below)	✓
Employees	✓										
Job Applicants	✓										
Service Users	✓										
Members of the Public	✓										
Other (List below)	✓										
2: Equality and Human Rights Impact Assessment - Pre-screening											
If No impact assessment is required, please complete section 6&7 of the form providing the evidence to support this decision											
a - What are the aims and intended effects of this proposal?	<p>“All people in Aberdeen City live in good quality sustainable homes, which they can afford and that meet their needs”</p> <p>To ensure there is an adequate supply of housing across all tenures, prevent and alleviate homelessness, support people to live independently in their own homes, improve the standards in the private rented sector, tackle fuel poverty and contribute to meeting climate change targets and improve the quality of housing of all tenures across the city.</p>										

<p>b - What equality data is available in relation to this proposal?</p> <p>(Please see guidance notes)</p>	<ul style="list-style-type: none"> • Population projection - Research and Information Team ACC, National Records for Scotland (NRS) • Physical Disability - Scottish Government/Aberdeen Health and Social Care Partnership) AHSCP • Wheelchair users - Project Management and Quality Assurance - Aberdeen City Council (PM & QA) • Older people - Scottish Government S1B return data/AHSCP • Mental ill-health - Scottish Government/AHSCP • Learning Disability - Scottish Government/AHSCP • Homelessness - Scottish Government HL1 and HL3 data • Minority Ethnic Population - HNDA • Housing Need Demand Assessment
<p>c - List the outcomes from any consultation that relate to equalities and/or human rights issues e.g. with employees, service users, Unions or members of the public that has taken place in relation to the proposal.</p>	<p>Extensive engagement with specialists, housing professionals, Aberdeen Health and Social Care Partnership, local contractors, tenant participation and community groups. This has informed the LHS through workshop events, tenants meetings and through a formal consultation process. Extensive consultation has been undertaken with the following groups:</p> <ul style="list-style-type: none"> • General Public (including Aberdeen City Council Tenants) • Community Councils • Waiting list applicants • Registered Tenant Organisations • Local Housing Associations • Local House Builders • Planning • Aberdeen City Health and Social Partnership • Third Sector (Shelter, ACVO, Citizens Advice, Commissioned service providers). • Private Sector • General Public
<p>d - Financial Assessment</p> <p>If applicable, state any relevant cost implications or savings expected from the proposal.</p>	<p>Costs (£)</p> <p>Implementation cost £ <input type="text"/></p> <p>Projected Savings £ <input type="text"/></p>

e - How does this proposal contribute to the public sector equality duty: to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations?

To reflect the city’s core vision “A place where all people can prosper”, the Local Housing Strategy sets out its strategic vision and priorities for the future delivery of housing and housing related services. It identifies the specific commitments made by the Council and its key partners to deliver the outcomes within the LHS Action Plan. Our vision is:

“All people in Aberdeen City live in good quality sustainable homes, which they can afford and that meet their needs”

The provision of an adequate supply of housing across all tenures will assist in advancing equality of opportunity and foster good relations for all of those in the City who share the protected characteristics defined in s.149 of the Equality Act 2010. Similarly the provision of an adequate supply of housing will assist in the elimination of discrimination; harassment; and victimisation of those sharing the protected characteristics who are denied the opportunity to live in adequate housing.

f - How does this proposal link to the Council’s Equality Outcomes?

This proposal links to the following Equality Outcomes:

- E.O 1:** We have engaged and committed leaders, with the council and partners working together to reduce inequality, remove barriers and promote a culture of respect.
- E.O 2:** We have a clear action plan in place to deliver a human rights based culture within Aberdeen City Council.
- E.O 4:** Physical and social barriers are removed for those with a disability to access services and public space.
- E.O 6:** There is learning provision and accommodation in place to meet the needs of Gypsy/ Traveller families.
- E.O 7:** Aberdeen is a city of sanctuary with positive relations amongst Aberdeen’s diverse communities, where everyone is welcome and respected, regardless of religion, belief or background.

4: Equality Impact Assessment – Test				
What impact will implementing this proposal have on employees, service users or other people who share characteristics protected by <i>The Equality Act 2010</i>?				
Protected Characteristic:	Neutral Impact: <i>Please tick</i>	Positive Impact: <i>Please tick</i>	Negative Impact: <i>Please tick</i>	Evidence of impact and if applicable, justification where a ‘Genuine Determining Reason’* exists <i>*(see completion terminology)</i>
Age (People of all ages)		✓		The LHS will seek to provide sufficient housing for people of all ages, including older persons who may require specialist housing. The ongoing review process of the LHS will take place every 12 months as a minimum, and if shown to have a negative impact will be reviewed.
Disability (Mental, Physical, Sensory and Carers of Disabled people)		✓		The LHS will seek to provide sufficient housing to cater for the varying needs of people with a disability. The ongoing review process of the LHS will take place every 12 months as a minimum, and if shown to have a negative impact will be reviewed.
Gender Reassignment	✓			The ongoing review process of the LHS will take place every 12 months as a minimum, and if shown to have a negative impact will be reviewed.
Marital Status (Marriage and Civil Partnerships)	✓			The ongoing review process of the LHS will take place every 12 months as a minimum, and if shown to have a negative impact will be reviewed.
Pregnancy and Maternity	✓			The ongoing review process of the LHS will take place every 12 months as a minimum, and if shown to have a negative impact will be reviewed.
Race (All Racial Groups including Gypsy/ Travellers)	✓			Whilst overall the LHS is addressing housing need and demand it is recognised that the positive section on the provision of halting sites for the Gypsy/Travellers community is particularly challenging and may not be successful within the life of this LHS. This will be continually monitored along with all the aspects of the LHS. The ongoing review process of the LHS will take place every 12 months as a minimum, and if shown to have a negative impact will be reviewed.

Protected Characteristic:	Neutral Impact: <i>Please tick</i>	Positive Impact: <i>Please tick</i>	Negative Impact: <i>Please tick</i>	Evidence of impact and if applicable, justification where a 'Genuine Determining Reason'* exists <i>*(see completion terminology)</i>
Religion or Belief or Non-belief	✓			The ongoing review process of the LHS will take place every 12 months as a minimum, and if shown to have a negative impact will be reviewed.
Sex (Women and men)	✓			The ongoing review process of the LHS will take place every 12 months as a minimum, and if shown to have a negative impact will be reviewed.
Sexual Orientation (Heterosexual, Lesbian, Gay And Bisexual)	✓			The ongoing review process of the LHS will take place every 12 months as a minimum, and if shown to have a negative impact will be reviewed.
Other (e.g: Poverty)		✓		One of the main aims of the LHS is to alleviate fuel poverty by ensuring that new build properties are energy efficient and that existing properties are made as fuel efficient as possible and meet the EESSH. The ongoing review process of the LHS will take place every 12 months as a minimum, and if shown to have a negative impact will be reviewed.

5: Human Rights Impact Assessment Test	
Does this proposal have the potential to impact on an individual's Human Rights? Evidence of impact and , if applicable, justification where the impact is proportionate	
Article	Evidence
Article 1 of protocol 1: Right to property Yes ✓ No	Aberdeen City Council recognises that everyone has the right to the peaceful enjoyment of his/her possessions, as detailed in Article 1 of protocol 1. Where it is necessary to evict an individual from his property it is recognised that this is a negative impact on this right however such evictions will only be undertaken in accordance with Scottish Law and therefore comply with the provisions of Article 1.
Article 2 of protocol 1: Right to education Yes No ✓	
Article 3: Right not to be subjected to torture, inhumane or degrading treatment or punishment Yes ✓ No	The provision of affordable housing should assist in reducing the number of persons who are homeless or at risk of being homeless minimising inhumane and degrading treatment of homeless persons.
Article 6: Right to a fair and public hearing Yes ✓ No	The procedures for any public hearings will be in accordance with Scottish Government guidelines. In the event of an eviction being undertaken the process will be in accordance with Scottish Law. These processes will impact positively on Article 6 rights ensuring fair and public hearings are undertaken.
Article 8: Right to respect for private and family life, home and correspondence Yes No ✓	Access to a home is a fundamental right. The LHS aims to improve access to housing for the population in Aberdeen, impacting positively on Article 8 rights.
Article 10: Freedom of expression Yes No ✓	
Article 14: Right not to be subject to discrimination Yes No ✓	
Other article not listed above, please state:	

6: EHRIA Summary and Action Planning				
Report Title	Evidence			
	Local Housing Strategy			
Assessment completed	As a result of completing this assessment, what actions are proposed to remove or reduce any risks of adverse outcomes which were identified? The Action Plan which forms part of the LHS			
Identified Risk and to whom:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:
Risk of LHS impacting negatively on those sharing a protected characteristic or disproportionate interference or violation of ECHR rights. Lack of monitoring data capturing impact of LHS on those sharing a protected characteristic or subject to disproportionate interference or violation of their ECHR rights reducing effectiveness of monitoring process.	Review LHS annually. Develop monitoring processes.	Mel Booth		Early 2019
7: Sign off				
Completed by (Names and Services):	Graeme Stuart Mel Booth Kevin Kelly Ian Taggart Calvin Cameron	Communities and Housing Communities and Housing Communities and Housing Communities and Housing Communities and Housing		
Signed off by (Head of Service):	Derek McGowan Head of Communities and Housing			
<p>Only sections 6 and 7 will be attached to the committee report</p> <p>The full EHRIA will be published on Aberdeen City Council's website under http://www.aberdeencity.gov.uk/xeq_EHRIA_Search.asp</p> <p>Please send an electronic format of the full EHRIA without signature to: SHoward@aberdeencity.gov.uk</p>				

