



EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).

Service	Infrastructure Services
Section	Housing
Title of the activity etc.	Rapid Rehousing Transition Plan
Aims and desired outcomes of the activity	<p>Aberdeenshire Council is required to develop a Rapid Rehousing Transition Plan (RRTP) and submit it to the Scottish Government. The plan outlines how we intend to move to a Rapid Rehousing approach over a planned and costed phase of 5 years (2019/20 to 2023/24).</p> <p>Rapid Rehousing involves working with individuals to resolve their housing issues and identify solutions that best meet their particular needs and requirements ensuring that they reach a settled housing option as quickly as possible and that any stay in temporary accommodation is for as short a period as possible.</p> <p>This plan identifies actions that will assist with preventing homelessness, but where this has not been possible a settled mainstream housing outcome will be identified as quickly as possible. The actions within the plan will speed access to social rented properties for statutory homeless applicants, including those who fall within the nine protected characteristics. The development of Housing First addresses the need to provide additional support, to those with multiple needs beyond housing, to ensure that tenancies are sustained. The actions within the plan will reduce the direct and indirect costs of homelessness to the individual, council and society as well as benefits for individuals and communities in terms of community cohesion and social inclusion.</p>
Author(s) & Title(s)	Allan Jones, Housing Manager (Options & Homelessness), Lorraine Stewart, Project Manager (Rapid Rehousing)

Stage 2: List the evidence that has been used in this assessment.

<p>Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).</p>	<p>Housing Need and Demand Assessment – Aberdeen City and Shire 2017 Aberdeenshire Local Housing Strategy 2018-2023 Aberdeenshire Health & Social Care Partnership Strategic Plan 2016 – 2019 Strategic Housing Investment Plan 2019 -2024</p> <p>Data collection in relation to homelessness applications, temporary accommodation provision and use, Aberdeenshire waiting list and allocations, support provision</p>
<p>Internal consultation with staff and other services affected.</p>	<p>Series of workshops between October and December 2018 to inform the development of the plan and the actions identified. These included representation from the Options and Homelessness Team, the wider Housing Service, Health & Social Care, Education and Community Planning. The development of the RRTP has been overseen by a Member Officer RRTP Working Group.</p>
<p>External consultation (partner organisations, community groups, and councils.</p>	<p>Workshops attended by tenant representatives, elected members, Registered Social Landlords, and 3rd sector organisations that work with those who have experienced/or are experiencing homelessness.</p> <p>Both the IJB and the Community Justice partnership have been briefed on the development of the plan and have requested further updates.</p>
<p>External data (census, available statistics).</p>	<p>Homelessness & Rough Sleeping Action Group Interim reports and recommendations on Tackling Rough Sleeping, Transforming Temporary Accommodation, Ending Homelessness</p> <p>RRTP – Guidance for Local Authorities and Partners. Version 1.1: June 2018 Indigo House Scotland’s transition to rapid rehousing – Market area analysis, legislative and culture review</p> <p>Scottish Homelessness Statistics – Homelessness in Scotland 2017/18, Housing Options (Prevent 1) Statistics in Scotland 2017/18, Health and Homelessness in Scotland :research June 1918</p>
<p>Other (general information as appropriate).</p>	<p>Ending Homelessness Together - Scottish Government and Cosla</p> <p>Temporary Accommodation in Scotland : Final Report – Heriot Watt University</p> <p>Everybody in : How to end Homelessness in Great Britain - Crisis</p> <p>Youth Homelessness in Scotland 2015 – Homeless Action Scotland</p>

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	No

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:

Stage 5: Are there potential impacts on protected groups? The protected groups covered by the equality duty are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The duty also covers marriage and civil partnerships, but only in respect of eliminating unlawful discrimination.

Who is affected by the activity or who is intended to benefit from the proposed policy and how? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.

	Positive	Negative	Neutral	Unknown
Age – Younger	yes			
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)	yes			
Religion or Belief	yes			
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)	yes			

Gender reassignment – (includes Transgender)	yes			
Marriage and Civil Partnership	yes			

Stage 6: What are the positive and negative impacts?

Impacts	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
<p>Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.</p>	<p>The emphasis on homeless prevention will reduce the cost of homelessness to the individual, council and society. Homelessness can be experienced by individuals from within any of the nine protected groups. Raising awareness of homelessness through education and amongst partners will inform and help address the potential stigma of homelessness.</p>	
	<p>Ensuring access to a range of housing options to meet individual needs. Speeding access to social rented properties for statutory homeless applicants including those who fall within the nine protected characteristics.</p> <p>Working with individuals to resolve their housing issues and identify solutions that best meet their particular needs and requirements.</p>	
	<p>Access to appropriate settled accommodation quickly, reducing time spent in temporary accommodation. Benefits for individuals and communities in terms of community cohesion and social inclusion. Where households are offered secure tenancies of temporary units in communities where they have become settled, they avoid the costs both direct and indirect of moving and resettling.</p>	

	Temporary accommodation when required will be good quality and affordable. Discontinuing use of B&B and developing shared accommodation ensures that temporary accommodation is affordable to those in employment or job seeking, and does not limit further options.	
	The focus on the particular needs of young people, who are homeless or those who are identified as being at an increased risk of homelessness, will ensure that effective interventions and responses are put in place.	
	Expansion of Housing First provision ensures that individual accommodation and support needs are identified and met. Tenancy sustainment is promoted and repeat homelessness is prevented or reduced.	

Stage 7: Have any of the affected groups been consulted?

If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?	The HARSAG group included input from individuals with lived experience of homelessness and this influenced the recommendations, including the requirement to develop a rapid rehousing approach. We will work with CLD colleagues to trial 'mini public' engagement to enable those with lived experience within Aberdeenshire to contribute to the further development of the plan and service delivery.
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Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?

	Mitigating Steps	Timescale
These should be included in any action plan at the back of this form.		

Stage 9: What steps can be taken to promote good relations between various groups?

These should be included in the action plan.	Raising awareness of homelessness through education and amongst partners will inform and help address the potential stigma of homelessness. Benefits for individuals and communities in terms of community cohesion and social inclusion.
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Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?
Ensuring sustainable housing options and appropriate support are provided to those who are homeless or at risk of homelessness will promote good relations and encourage integration and promote equalities.

Stage 11: What equality monitoring arrangements will be put in place? How the EIA will be used to monitor the proposal	
These should be included in any action plan (for example customer satisfaction questionnaires).	Equality monitoring is carried out in relation to Statutory Homeless assessments. Customer satisfaction surveys are carried out focussing on the provision of housing options, temporary accommodation and housing support.

Stage 12: What is the outcome of the Assessment?		
Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	Preventing homelessness and identifying appropriate settled accommodation, thus minimising the time spent in temporary accommodation, will have an overall positive impact.	
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

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Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Infrastructure Services - Housing		
	2) Title of Policy/Activity	Rapid Rehousing Transition Plan		
	3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Lorraine Stewart Position: Project Manager (Rapid Rehousing) Date: Signature:	Name: Position: Date: Signature:	
		Name: Position: Date: Signature:	Name: Position: Date: Signature:	
	4) Consultation with Service Manager	Name: Allan Jones Date: 25 th Jan 2019		
	5) Authorisation by Director or Head of Service	Name: Position: Date:	Name: Position: Date:	
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. e.g. Social Work and Housing Committee.			Date:
	7) EIA author sends a copy of the finalised form to: equalities@aberdeenshire.gov.uk			Date:
(Equalities team to complete) Has the completed form been published on the website? YES/NO			Date:	

