

Scottish Borders Council

Stage 1 Equality Impact Assessment – Start Up

(For Early Proposals, Project Initiation, Start Up)

1.	Title of Proposal:	The Housing Needs and Aspirations of Young People - Scottish Borders 5 Year Action Plan
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(Please enter the title or reference for your proposal)

2.	Service Area: Department:	Strategic Housing, Policy and Development – Place
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(Please enter the department/service area submitting the proposal)

3.	Description:	<p>The Scottish Borders Local Housing Strategy (LHS) 2017-2022 identified housing difficulties for young people in the Borders and committed to explore these needs in greater depth. This work has been undertaken to support the vision of the LHS 2017-22 in that “every person in the Borders lives in a home which meets their needs”. In particular this action plan supports all four priorities of the LHS:</p> <ul style="list-style-type: none">• The supply of housing meets the needs of our communities• More people live in good quality, energy efficient homes• Less people are affected by homelessness; and• More people are supported to live independently in their own homes <p>The study is also aligned closely with the Integrated Children and Young People's Plan 2018-21 The action plan to try and meet the housing need and aspirations of our young people also contributes the four priorities outlined in this plan, in particular priorities 2, 3 and 4:</p> <ol style="list-style-type: none">1. Keeping children and young people safe2. Improving health and well-being and reducing inequalities3. Targeting support to maximise life experiences and opportunities and ensuring inclusion; <ol style="list-style-type: none">1. Increasing participation and engagement <p>The Housing Needs and Aspirations of Young People and the accompanying five year Action Plan has been developed to better understand and identify</p> <ul style="list-style-type: none">• The extent and type of housing need and demand for young people in the Scottish Borders,• Identify and explore housing solutions for young people, and• How Scottish Borders Council and its partners can improve the housing outcomes of young people. <p>The development of the plan involved a multi-method approach to establish the housing needs and aspirations of young people. A wide range of engagement with young people and stakeholders took place throughout 2018. This work is detailed in four separate research findings reports which should be read in conjunction with the final report, these include:</p> <ul style="list-style-type: none">• Qualitative study of young people in schools• Detailed secondary data analysis• Quantitative and qualitative survey of young people (three surveys)• Stakeholder consultation
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(Please enter a full description of your proposal including its aims and objectives)

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. <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	Yes – the aim of this study and action plan has been to identify the housing needs and aspirations of young people and to identify housing outcomes and solutions of young people
	Promotion of equality of opportunity? <i>(Could your proposal help or hinder the Council with this)</i>	Yes – the development and implementation of the study and action plan will identify and promote equality for young people’s housing outcomes
	Foster good relations? <i>(Could your proposal help or hinder the council’s relationships with those who have equality characteristics?)</i>	Yes – The implementation of the action plan 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? (Please x all that apply).				
		Impact		Description	
	Equality Characteristic	No Impact	Possible Positive Impact	Possible Negative Impact	<i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
	Gender, People with Religious or other Beliefs, Pregnancy and Maternity, Carers, Employees		X		There is no direct impact on these characteristics as the study is inclusive of all young people aged 16-34 in the Scottish Borders. Any impact is likely to be a positive impact.
	Age		X		The study and action plan is a specific piece of work on young people aged 16-34. The implementation of the action plan will have a positive impact on young people and meeting their housing needs in the Scottish Borders.
	Disability		X		The study focuses on the housing needs and aspirations of all young people in the Scottish Borders. Part of the study focuses on housing needs of vulnerable young people, this includes young people who are homeless or at risk of being homeless, young people who have a specific health condition, substance abuse, or at risk of social exclusion
	Race Groups		X		A key objective of the Local Housing Strategy, and therefore this study is to eliminate discrimination;

					therefore, the Young People’s Housing Study 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
	Sexual Orientation		X		The study includes a wide range of stakeholder engagement including engagement with LGBT Youth. As the plan is implemented it is expected that this engagement will continue. The study is closely aligned with the Rapid Rehousing Transition Plan which identifies LGBT as a specific group in which services will be reviewed.
	Poverty		X		Poverty and deprivation among young people is an area that the study explored, specifically looking at three measures of housing need: <ul style="list-style-type: none"> • Young and stuck’ – these are young hidden households - young people who are old enough to be independent (26 and over) and are working but are not living independently. Most of these young people are living with parents and could potentially create their own household if the right housing option was available. There are 1,100 potentially ‘young and stuck’ households in the Scottish Borders. • ‘Young and struggling financially’ – these young people (aged 16-34 years old) are householders who say they have ‘some financial difficulties’ or are in ‘deep financial trouble’. There are 685 of these young households in the Scottish Borders. • ‘Young and in fuel poverty’– these young people (aged 16-34 years old) are householders who say that they cannot afford to heat their home. There are 560 young households in the Scottish Borders that may be struggling with heating their home.

6.	Mitigation 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.	
	Characteristic	Mitigation
	All	No negative impacts have been identified in this equality impact assessment. It is envisaged that the delivery of this project will bring many positive outcomes for all young people in the Scottish Borders. A key objective of the Local Housing Strategy, and therefore, the Young People’s Housing Study and Action Plan is to eliminate discrimination; therefore, this study is intended to have a positive effect on the promotion of equality, and takes into account the needs of a range of young person households in local communities in the Scottish Borders,

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	Lindsey Renwick	Service Area.	Regulatory Services, Place
Post	Strategic Housing Development Officer	Date	

Completed By			
Name	Donna Bogdanovic	Service Area.	Regulatory Services, Place
Post	Principle Officer Housing Strategy, Policy and Development	Date	

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.