

Equality, Fairness and Rights Impact Assessment

The purpose of this assessment is to consider how your policy could impact on the needs of those protected by the Public Sector Equality Duty, the Fairer Scotland Duty and the UN Convention of the Rights of the Child.

- [Public Sector Equality Duty](#)
- [Fairer Scotland Duty](#)
- [United Nations Convention of the Rights of the Child](#)

In making the assessment you must consider relevant evidence, including evidence received from equality groups. Having considered all of these elements, you must take account of the results of such assessments. This requires you to consider taking action to address any issues identified, such as removing or mitigating any negative impacts, where possible, and exploiting any potential for positive impact. If any adverse impact amounts to unlawful discrimination, the policy must be amended to avert this.

Name of policy*:	LETTINGS POLICY EMERGENCY CHANGES
Completion date:	20 th August 2024
Completed by:	Tracy Lindsay
Lead officer:	Suzanne Conlin
Department:	Environment – Housing Services

**The term 'policy' should be understood as activity of East Renfrewshire Council i.e. all policies, provisions, criteria, functions, practices and activities including the delivery of services; essentially everything we do.*

You should complete the Screening Section (1) to establish if a full assessment is required.

1. Screening

1.1 What is the nature of this policy?

- Policy or Strategy
- Programme or Plan
- Project
- Service or Function
- Budget proposal
- Another decision. Please state: [New Build Lettings quota](#) [Click or tap here to enter text.](#)

- New
- Review or change to existing
- Other. Please state: [Click or tap here to enter text.](#)

1.2 What would happen as a result of this policy? Select all that apply

- Change to charging arrangements (including introduction, removal, increase or decrease)
- Change to how a service is delivered (including addition, change or removal of practice/procedures/processes)
- Change to options or entitlements
- Change to priorities or criteria
- Other. Please detail: The % of New Build lets to 3 groups (Homelessness, Waiting List, Transfer) will change for the current cohort of new build properties at Maidenhill, Newton Mearns. As a result of this change there will be an increase proportion of New Build lets (Maidenhill) to existing ERC Tenants in Housing need, and a reduction in the proportion of New Build lets at Maidenhill to Homeless households and those on the waiting list in Housing Need. There will also be an increase in overall number of ERC relets available to those on Homelessness list and those in housing needs on the waiting list. [Click or tap here to enter text.](#)

1.3 How relevant is this policy to impact assessment?

- The policy would have consequences for people (neutral)
- The policy has potential to advance equality for people
- The policy will affect children and young people up to the age of 18
- The policy has no impact on people

Whilst the change will increase the number of lets at maidenhill to existing council tenants, this will in turn increase the number of relets available to meet the housing need of homeless households and those on the waiting list.

1.4 What people would be affected?

- East Renfrewshire Council employees
- Organisations or individuals carrying out a service on behalf of the Council
- Voluntary sector groups/organisations
- People living in a specific area of East Renfrewshire. Please detail:
- Everyone living in East Renfrewshire
- People working, studying or volunteering in East Renfrewshire
- Visitors to East Renfrewshire
- A group of people with a shared interest:
 - Experiencing socioeconomic disadvantage (this includes low/no wealth, low income, area deprivation or material deprivation)
 - Being in a particular age category
 - Being from a black or minority ethnic group e.g. Gypsy/Travellers
 - Speaking a language other than English
 - Women/girls
 - Identifying as Lesbian, Gay Bisexual or Transgender
 - Belonging to a particular religion or belief
 - Pregnant women or those on maternity/paternity leave
 - Having a long term limiting health condition or disability
 - Providing unpaid care for others
 - Another group e.g. those experiencing homelessness, offenders/ex-offenders. Please detail: This will specifically impact households who are homeless or have applied to the council from the waiting list. Of this group, this only impacts those who have bid for the recent release of new homes at Maidenhill.
- Children and young people living in East Renfrewshire
- Children and young people using East Renfrewshire Council services
- Children and young people visiting East Renfrewshire

None of the above

Review your answers above.

- If the policy has no impact on people, an impact assessment is not required. **GO TO SECTION 9**
- If the policy will have an impact on people, you should complete the full assessment. **GO TO SECTION 2**

2. The Assessment: Your scoping

2.1 How long will this policy be in place and when is it scheduled for review?
The change will be in place until all current New Build properties at Maidenhill are let, this should be concluded by January 2025.
2.2 Are there known inequalities within the subject matter(s) of the policy? For example: access to transport; organisational pay and composition; or bullying in schools
no
2.3 Are there known impacts on children and young people within the subject matter of the policy? For example, changes to education services, employment support for parents, playparks.
no
2.4 How have people who might be affected been consulted and involved in the development of the policy ? Please provide dates and information
No consultation has taken place. This is not a change to the full policy but a change to lettings targets within the policy for one new build project.
2.5 Where children and young people will be affected, how have they been consulted and involved in the development of the policy? Please provide dates and information
n/a

3. Impact on Equalities

In order to impact assess any new or existing policy it's important to consider the evidence about how it may affect people. Log information about the experiences and needs of people on the basis of different characteristics/circumstances, and whether the proposed policy could have a positive or adverse impact on that.

You may wish to refer to the following sources:

- Input from local Councillors
- Findings from engagement or involvement activities

- Information or feedback from groups of people, such as equality interest organisations and groups who speak on behalf of others
- National, regional or local statistics
- Analysis of enquiries or complaints from customers
- Recommendations from inspections or audits
- National or regional research to identify similar issues
- Comparisons with similar policies in other departments or authorities to identify similar issues

Is it possible to collect new evidence that you don't have but think will be relevant? For example: speaking to colleagues; adapting engagement approaches; setting up meetings or focus groups; and consulting interest organisations.

Characteristics/circumstances	Experience and needs (include sources)	Impact category (positive/neutral/negative) and assessment of impact
Socioeconomic disadvantage		Positive – as this group is represented across homelessness, waiting list and transfer clients and there will be more properties available to let as a result
Age		Positive– as this group is represented across homelessness, waiting list and transfer clients and there will be more properties available to let as a result
Disability or long term health condition		Positive– as this group is represented across homelessness, waiting list and transfer clients and there will be more properties available to let as a result
Ethnicity		Positive– as this group is represented across homelessness, waiting list and transfer clients and there will be more properties available to let as a result
Gender (including gender reassignment)		Positive– as this group is represented across homelessness, waiting list and transfer clients and there will be more properties available to let as a result
Marriage/Civil Partnership (only applicable to Council employment policy)		Positive– as this group is represented across homelessness, waiting list and transfer clients and there will be more properties available to let as a result

Pregnancy / Maternity		Positive– as this group is represented across homelessness, waiting list and transfer clients and there will be more properties available to let as a result
Religion / Belief		Positive– as this group is represented across homelessness, waiting list and transfer clients and there will be more properties available to let as a result
Sexual orientation		Positive– as this group is represented across homelessness, waiting list and transfer clients and there will be more properties available to let as a result
Providing unpaid care		Positive– as this group is represented across homelessness, waiting list and transfer clients and there will be more properties available to let as a result
Any other relevant groups e.g. unemployed people, people experiencing homelessness, care leavers, people involved in the criminal justice system, people with literacy/numeracy barriers, people living in rural communities.		Positive -- as this group is represented across homelessness, waiting list and transfer clients and there will be more properties available to let as a result

4. Impact on socio-economic disadvantage

Socio-economic disadvantage means living on a low income compared to others in Scotland, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services. Socio-economic disadvantage can be experienced in both places and communities of interest. East Renfrewshire communities where people are at greater risk of experiencing socioeconomic disadvantage and where resources must be targeted to meet needs are the localities of:

- Barrhead – Dunterlie, East Arthurlie and Dovecothall (ADD2)
- Auchenback
- Neilston
- Thornliebank

Consider the policy itself and the way it will be implemented. How may this result in different experiences for people in East Renfrewshire.

4.1 In what way would the policy alleviate or entrench inequalities from socioeconomic disadvantage?

Guidance note

Consider common inequalities such as poorer skills and attainment; lower paid and less secure work; greater chance of being a victim of crime; less chance of being treated with dignity and respect; lower healthy life expectancy; lower feeling of control over decisions that affect you.

The change will increase the overall number of Social Rented properties available to those who require it. Every New build let to an existing ERC tenant (Transfer) will generate a secondary let which will be to those in housing need, with up to 70% of the secondary lets being allocated to homeless households.

4.2 What opportunities are there within this policy and the way it will be implemented to promote inclusion, participation, dignity and empowerment of people experiencing socioeconomic disadvantage?

The change will increase the overall number of Social Rented properties available to those who require it. Every New build let to an existing ERC tenant (Transfer) will generate a secondary let which will be to those in housing need, with up to 70% of the secondary lets being allocated to homeless households.

4.3 What will be done differently to focus on addressing the multiple inequalities experienced by some people in Auchenback, Barrhead, Neilston and Thornliebank?

This change does not directly relate to the areas at highest risk. However as noted it increased the number of overall social rent properties available to those most in need.

5. Impact on Children’s Rights

This section must be completed if any potential impact on children and young people up to the age of 18 has been identified in sections 1-3.

If there are no impacts on children and young people GO TO SECTION 6

<p>Which General Principles of UNCRC are relevant to this policy/measure? Tick all that apply.</p>		<p>Which additional articles are relevant to this policy/measure? List all that apply</p>	<p>Which particular groups of children and young people are affected by this policy/measure? (e.g. young children, disabled children, children living in poverty, children in care, young people who offend).</p>
<p>Article 2 Non-discrimination Children should not be discriminated against in the enjoyment of their rights. No child should be discriminated against because of the situation or status of their parent/carer(s).</p>	<input type="checkbox"/>		
<p>Article 3 Best interests of the child Every decision and action taken relating to a child must be in their best interests. Governments must take all appropriate legislative and administrative measures to ensure that children have the protection and care necessary for their wellbeing - and that the institutions, services and facilities responsible for their care and protection conform with established standards.</p>	<input type="checkbox"/>		
<p>Article 6</p>	<input type="checkbox"/>		
<p>Life, survival and development Every child has a right to life and to develop to their full potential.</p>	<input type="checkbox"/>		
<p>Article 12 Respect for the views of the child Every child has a right to express their views and have them given due weight in accordance with their age and maturity. Children should be provided with the opportunity to be heard, either directly or through a representative or appropriate body.</p>	<input type="checkbox"/>		

In relation to the articles identified above, please explain how the impact will be positive, negative or neutral.

Relevant identified Article of UNCRC	Impact category (Positive/Negative/Neutral)	Assessment of impact (including consideration of whether the policy/measure might impact differently on different groups of children and young people affected).

6. Your results

Considering the evidence logged above, complete the following questions where possible.

<p>6.1 In what ways, if any, would this policy help to eliminate discrimination or undermine it? Consider any potential adverse impact identified above.</p>
<p>NA</p>
<p>6.2 In what ways, if any, would this policy advance or undermine equality of opportunity?</p>
<p>This change has a positive impact as it increases the number of council homes available to those in need.</p>
<p>6.3 In what ways, if any, would this policy foster or undermine good relations between groups of people? Consider aspects that may tackle prejudice or promote understanding between different groups.</p>
<p>NA</p>
<p>6.4 In what ways, if any, will this policy advance or undermine the rights of children and young people?</p>
<p>NA</p>
<p>6.5 In what ways, if any, will this policy protect and promote the wellbeing of children and young people?</p>
<p>NA</p>

6.6 How will you communicate information about this policy to people who have: hearing and/or sight loss; English as a second language; are digitally excluded; have literacy/numeracy barriers?

In line with current practice, eg hearing loop, translation services where applicable.

6.7 Is this policy to be carried out wholly or partly by contractors? If yes, how will you incorporate equality expectations into the contract?

no

7. Your Outcome

7.1 Select the most appropriate

- No major change
- Adjust the policy
- Continue the policy
- Stop the policy

7.2 Are there any significant and relevant information gaps that have not been filled during the development of this policy?

no

7.3 What, in brief, does the evidence base underpinning the policy say about its potential impacts on inequalities of outcome?

The change will increase the number of socially rented homes to those in need.

7.4 What, in brief, does the evidence base underpinning the policy say about its potential impacts on the rights of children and young people?

none

7.5 Consider all evidence and findings of your assessment and complete this short action plan for addressing any potential adverse impact on people, including children and young people, in the policy itself, and in the way it is communicated/ implemented.

Identified adverse impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person

8. Approval

Name of policy/proposal:	LETTINGS POLICY EMERGENCY CHANGES
Approval date:	22/08/2024
Approved by:	Caitriona McAuley – Director of Environment
Department:	Environment

9. No assessment required

Policy/Decision Title	LETTINGS POLICY EMERGENCY CHANGES
Department/ Service	Environment (Housing)
Responsible officer for taking decision	

Rationale for decision	<p>The policy decision will increase the overall number of social rented lets available for those in housing need</p> <p>Please record why an assessment is not required and what your justification is for making that decision. This must include confirmation that the policy/programme concerned does not constitute a strategic decision and/or has no relevance re protected characteristics, human rights or socio-economic inequalities</p>
<p>Declaration: I confirm that the decision <u>not</u> to carry out an Equality, Fairness and Rights Impact Assessment has been authorised by:</p> <p>Name and Job Title:</p> <p>Date Authorisation given:</p>	