

## 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.

<b>Name of policy*:</b>	Closure of Connor Road (Young Persons Supported Accommodation Project)
<b>Completion date:</b>	05.12.2023
<b>Completed by:</b>	Tracy Lindsay
<b>Lead officer:</b>	Suzanne Conlin
<b>Department:</b>	Environment

*\*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

<b>1.1 What is the nature of this policy?</b>
<input type="checkbox"/> Policy or Strategy <input type="checkbox"/> Programme or Plan <input type="checkbox"/> Project <input type="checkbox"/> Service or Function <b>x Budget proposal</b> <input type="checkbox"/> Another decision. Please state: <a href="#">Click or tap here to enter text.</a>
<input type="checkbox"/> New <input checked="" type="checkbox"/> Review or change to existing <input type="checkbox"/> Other. Please state: <a href="#">Click or tap here to enter text.</a>
<b>1.2 What would happen as a result of this policy? Select all that apply</b>
<input checked="" type="checkbox"/> Change to charging arrangements (including introduction, removal, increase or decrease) <input checked="" type="checkbox"/> <b>Change to how a service is delivered (including addition, change or removal of practice/procedures/processes)</b> <input type="checkbox"/> <b>Change to options or entitlements</b> <input checked="" type="checkbox"/> <b>Change to priorities or criteria</b> <input type="checkbox"/> Other. Please detail: <a href="#">Click or tap here to enter text.</a>
<b>1.3 How relevant is this policy to impact assessment?</b>
<input checked="" type="checkbox"/> The policy would have consequences for people (positive/neutral/negative) <input type="checkbox"/> The policy has potential to advance equality for people <input checked="" type="checkbox"/> <b>The policy will affect children and young people up to the age of 18</b> <input type="checkbox"/> The policy has no impact on people
<b>1.4 What people would be affected?</b>
<input checked="" type="checkbox"/> East Renfrewshire Council employees <input type="checkbox"/> 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: 16-25 year old residents living in supported accommodation**

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: [Click or tap here to enter text.](#)

**Children and young people living in East Renfrewshire – future 16-25 year olds at risk of homelessness's**

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

<b>2.1 How long will this policy be in place and when is it scheduled for review?</b>
Ongoing, permanent closure of this service
<b>2.2 Are there known inequalities within the subject matter(s) of the policy?</b> For example: access to transport; organisational pay and composition; or bullying in schools.
<p>There are two distinct client groups who used this service.</p> <ol style="list-style-type: none"><li>1. 16-25 year olds at risk of homelessness</li><li>2. Care experienced young people, including unaccompanied asylum seekers.</li></ol> <p>For group 1. Accommodation will be provided if homeless in the council's wider supply of temporary accommodation which is situated at Overlee house and throughout East Renfrewshire.</p> <p>For group 2, specific accommodation is being identified and provided to HSCP. There may be some issues round transport links or availability of disabled access accommodation. For each young person there will be a person-centred plan that considers individual needs and the support package that will be provided to meet these needs. There may also be risks for young people who are minority ethnic or where English is an additional language moving into an area where they may feel culturally isolated or experience racism. In such cases consideration should be given to the location of property with appropriate access to different information formats and languages, and again the individual needs of the young person or considered to ensure there is not an exacerbation of poor mental wellbeing.</p> <p>Referral for placement can be made by HSCP, Housing Officer or via the Homeless service.</p>
<b>2.3 Are there known impacts on children and young people within the subject matter of the policy?</b> For example, changes to education services, employment support for parents, playparks.
Yes this service is to prevent homelessness amongst 16-25 year olds. The service provides outreach support and onsite housing support to 16-25 year olds. This service is also delivered to Care Experienced Young People (CEYP)

Homeless young people will have their accommodation needs met within temporary furnished accommodation and outreach support will be provided, albeit to a reduced level as the housing support service operates only during office hours. For care experienced young people, housing are identify properties to be provided to HSCP for transition accommodation. Any onsite support will be provided by HSCP

**2.4 How have people who might be affected been consulted and involved in the development of the policy ? Please provide dates and information**

There has been no specific consultation with any young person regarding the proposed closure of Connor rd. However a review of service provision for Young Care experienced people – was commissioned by Social Work and led by Aberlour. Feedback from these young people indicate that they no longer want to reside in cluster type accommodation like Connor Rd. They instead would like to be accommodated in dispersed type accommodation with a sufficient level of support attached to them. This supported existing feedback that suggested that the current model of service provision was no longer fit for purpose for ERC Care experienced young people.

**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**

Yes, Care experienced young people have been consulted on the service delivery model that they would like for accommodation and support. Copy of final report attached.  
Homeless young people have not been consulted on this policy.

### 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	<p>The number of social housing units in ERC remain a challenge particularly in the Eastwood areas.</p> <p>Additionally to ensure economic opportunities for YP, properties should be located in areas with good public transport links.</p>	Neutral where consideration is given to location
Age	<p>This will primarily affect 16-25 year olds who make up 20% of homeless presentations (2022/23). Three year trend 22%</p> <p>Connor road provides a preventative model to reduce risk of homelessness, and with the support removed this rate may increase</p>	Negative - 16-25 year olds at risk of homelessness including CEYP.
Disability or long term health condition	<p>In 2022/23 only 1 applicant reported a physical disability or long term health issue.</p> <p>However Young homeless people are more likely to experience mental health issues. In 2022/23 over a quarter of all young people who</p>	Negative where appropriate accommodation is unable to be sourced.

	presented as homeless declared mental health issues	
Ethnicity	Approximately 15% of young homeless presentations are from minority ethnic groups. They may experience additional barriers including race discrimination or language barriers that should be considered with placement.	Negative where appropriate accommodation is unable to be sourced.
Gender (including gender reassignment)	<p>In 2022/23 the breakdown of male and female was equal at 50% each of homeless presentations.</p> <p>While both females and males can be affected by domestic abuse, in Scotland 81% of all incidents in domestic abuse reported to the police in Scotland in 2021-22 had a female victim and male perpetrator. (gov.scot)</p> <p>Consideration should be given to safety issues and gender based violence where young women are living alone in properties, or trauma related to fleeing violence.</p> <p><u>In Scotland</u>, it is well documented that experiences of domestic abuse and other forms of gender-based violence are a lead cause of women's homelessness, with 1 in 4 women applicants citing a violent or abusive household</p>	Negative though impact would be reduced through staff awareness around gender based violence

	dispute as the cause of their homelessness in 2020.	
Marriage/Civil Partnership (only applicable to Council employment policy)		Neutral
Pregnancy / Maternity		Neutral
Religion / Belief		Neutral
Sexual orientation	<u>LGBT Youth Scotland</u> reports that LGBT young people are disproportionately represented in the young homeless population. As many as 24% of young homeless people are LGBT. The Commission found that LGBT young people were not presenting as 'homeless' to local councils and were fearful of disclosing their LGBT identity/ 'coming out' to support services	This would be dependent on the individual in that some may prefer to be living more independently however it is important to be aware that LGBTQ young people may not feel safe to disclose their sexual orientation or seek support around this so may become increasingly isolated.
Providing unpaid care		Neutral
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.	Care experienced young people will be disproportionately affected.	Negative 16-25 year olds at risk of homelessness including Care Experienced Young People

#### 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.*

Some of the young people accessing this service may come from these areas and the removal of this service will increase their risk of homelessness due to the preventative approach. However for Care experienced Young People it has been agreed that 12 properties will be identified dispersed across East Renfrewshire specifically for this group, support will also be directly provided and commissioned by Social Work to meet the needs of the young people.

In terms of other young people at risk of homelessness they will lose access to cluster type accommodation with 24/ 7 support. However should these young people become homeless and require accommodation and support. This will be provided by Housing Services as part of the statutory homeless duties.

Work will also commence with HSCP partners through the Strategic Homelessness Partnership to identify opportunities for joint working in regards to supporting and preventing homelessness in all young people.

**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?**

NA

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

NA

## 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><b>Which General Principles of UNCRC are relevant to this policy/measure?</b> Tick all that apply.</p>	<p><b>Which additional articles are relevant to this policy/measure?</b> List all that apply</p>	<p><b>Which particular groups of children and young people are affected by this policy/measure?</b> (e.g. young children, disabled children, children living in poverty, children in care, young people who offend).</p>
<p><b>Article 2</b> <b>Non-discrimination</b> 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>	<p><input type="checkbox"/></p>	
<p><b>Article 3</b> <b>Best interests of the child</b> 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>	<p><input checked="" type="checkbox"/></p>	<p>Children aged 16 – 18 years who are at threat of homelessness or Care Experienced.</p>
<p><b>Article 6</b></p>	<p><input type="checkbox"/></p>	
<p><b>Life, survival and development</b> Every child has a right to life and to develop to their full potential.</p>		

<p><b>Article 12</b>  <b>Respect for the views of the child</b>  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 checked="" type="checkbox"/>		Children aged 16 – 18 years who are at threat of homelessness or Care Experienced.
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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).
<b>Best interests of the child</b>	Neutral	The closure of Connor Rd will not undermine this as alternative accommodations and support will be put in place, and feedback from CEYP indicates they no longer wish to be accommodated in this model of accommodation. Homeless young people will continue to receive accommodation via The homelessness services temporary accommodation provision with outreach support provided as required.
<b>Respect for the views of the child</b>	Positive	Feedback from Aberlour work indicates that Care Experienced Young people do not wish to reside in Cluster type accommodation as provided at Connor Rd.

## 6. Your results

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

**6.1 In what ways, if any, would this policy help to eliminate discrimination or undermine it?** Consider any potential adverse impact identified above.

For Care Experienced Young people they will have their voices heard and properties set aside specifically to meet their needs.

**6.2 In what ways, if any, would this policy advance or undermine equality of opportunity?**

The type of support offered to Care Experienced Young People will not change with the accommodation type. They will continue to receive support around skills development and economic opportunities. Each Young person will have coordinated support delivered by a number of support agencies including WorkER

For non CEYP who find themselves at risk of homelessness, housing services will continue to provide information and advice to prevent homelessness. If homelessness cannot be prevented, housing services will provide, temporary and permanent accommodation as well as housing support if required

**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.**

If placing a young person in a community where there cultural identity or protected characteristic draws negative attention, this could undermine good relations. However more positively a young person may find themselves a community where they can relate to neighbours and local people and feel supported. It is also important that a continuation of the service includes peer support approaches.

**6.4 In what ways, if any, will this policy advance or undermine the rights of children and young people?**

Young People's right to agency and to have their views heard and understood is being demonstrated as they have voiced concerns around cluster type of accommodation. However it is important to assess the need of each individual young person and the supports that they may require.

**6.5 In what ways, if any, will this policy protect and promote the wellbeing of children and young people?**

NA

**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?**

All remaining tenants will be advised in writing, this can be made available in other formats ie Braille or other languages. Alternative accommodation with support, as required, will be arranged.

**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?**

NA

## 7. Your Outcome

<b>7.1 Select the most appropriate</b>				
<input type="checkbox"/> No major change <input type="checkbox"/> Adjust the policy <input checked="" type="checkbox"/> Continue the policy <input type="checkbox"/> Stop the policy				
<b>7.2 Are there any significant and relevant information gaps that have not been filled during the development of this policy?</b>				
No				
<b>7.3 What, in brief, does the evidence base underpinning the policy say about its potential impacts on inequalities of outcome?</b>				
This policy may impact on specific groups with protected characteristics including young women, LGBTQ young people, people with disabilities and minority ethnic young people. This is because this group already are disproportionately affected by homelessness or have more negative outcomes caused by homelessness. Their individual needs must be considered through a person-centred support plan.				
<b>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?</b>				
This will support young people's right to have a view and best interests of the young person will continue to be central to support package regardless of the accommodation type.				
<b>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.</b>				
Identified adverse impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
The reduction in available accommodation with support for vulnerable 16-25 year olds including CEYP, resulting in		<ul style="list-style-type: none"> <li>The development of up to 12 units of dispersed accommodation for CEYP, provided by Housing for short -</li> </ul>	March 2024	Tracy Lindsay / Ally Robb

increased homelessness presentations from this group.		<p>medium term accommodation and outreach support provided or commissioned by SW.</p> <ul style="list-style-type: none"> <li>• Review of Council's allocation policy to ensure CEYP continue to have priority in accessing settled accommodation</li> <li>• The development of Housing plans for all 16 – 25 year olds.</li> <li>• The continued use of existing homelessness services and accommodation</li> </ul>	<p>April 24</p> <p>April 24</p> <p>In place</p>	<p>Tracy Lindsay</p> <p>Tracy Lindsay</p> <p>Tracy Lindsay</p>
The policy may impact more on particular groups with protected characteristics including minority ethnic groups, young women, those with a disability and LGBTQ youth		As above plus all young people will have an individualised support plan that will recognise and respond to their specific needs	April 24	Tracy Lindsay

## 8. Approval

<b>Name of policy/proposal:</b>	Closure of Connor Road
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<b>Approval date:</b>	12 December 2023
<b>Approved by:</b>	Caitriona McAuley
<b>Department:</b>	Environment

## 9. No assessment required

Policy/Decision Title	
Department/ Service	
Responsible officer for taking decision	
Rationale for decision	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><b>Declaration:</b>  <b>I confirm that the decision <u>not</u> to carry out an Equality, Fairness and Rights Impact Assessment has been authorised by:</b></p> <p><b>Name and Job Title:</b></p> <p><b>Date Authorisation given:</b></p>	

