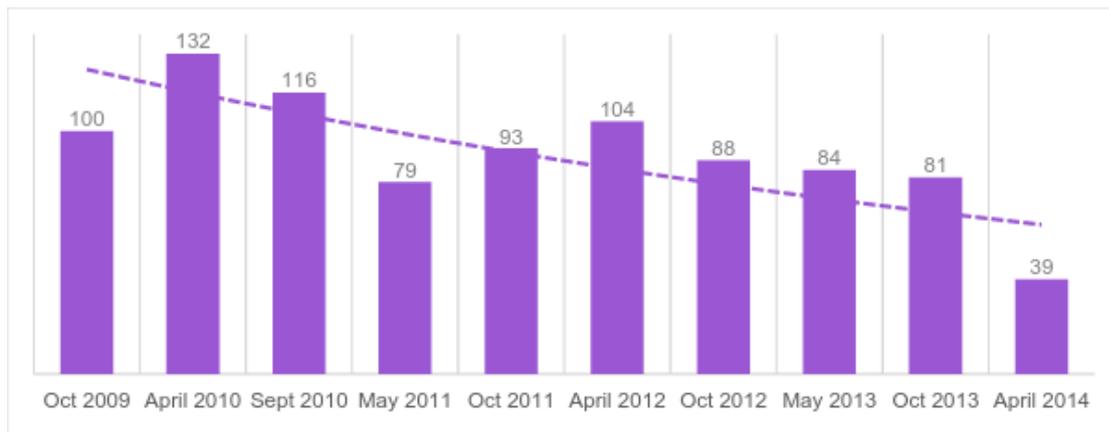FIGURE 1: LOCAL HOUSING STRATEGY FORUM ATTENDANCE 2009-2014: EXCLUDING HOUSING SERVICES STAFF (SOURCE: FORUM ATTENDANCE REGISTERS)

9. After each Forum, delegates were given the opportunity to provide feedback on the quality of the event by completing a short questionnaire. Analysis of comments received suggested delegates were generally pleased with the events, particularly interactive workshops and the opportunity to inform delivery. Despite this attendance continued to fall.

10. The Council did not hold Local Housing Strategy Forums after April 2014. By then, attendance was so low the Forums were no longer considered a viable method of strategic engagement.

11. It was not clear if the failing attendance was a sign that a) stakeholders were failing to understand their role in the delivery of strategic outcomes, b) general apathy was resulting from uninspiring meeting agendas or c) there was a lack of momentum resulting from the strategy reaching the end of its lifetime.

Partner Organisations

12. The delivery of the Local Housing Strategy is dependent on strong, outcome-focussed partnerships. Such partnerships provide the opportunity to access more resources and expertise than would otherwise be the case.

13. Successful partnerships rely on the principle that the work involved, as well as the benefits, are shared. Therefore, it is important to know what each partner is prepared to deliver, and what each would like in return.

14. A measure of a strong partnership is where there is clear and understood:

- **Commitment:** the level required from each party.
- **Collaboration:** the extent to which each party would be happy to share resources - generally, the more collaborative the partnership or alliance, the more successful the endeavour is.

- **Communication:** the effectiveness between partners - essential to ensure there are no misaligned expectations between the parties.

15. However, by late 2013, partners were becoming less engaged in the delivery of the Local Housing Strategy. Attendance at meetings was falling, and partners were contributing to the agenda setting process.

16. In January 2014, the Council's Head of Housing Services held discussions with the main delivery partners to understand what the barrier to participation was. Each partner advised they remained committed to the strategic process; nonetheless, attendance at meetings did not improve.

Tenant & Resident Consultation

17. To assess how meaningful tenant and residents found strategic engagement methods, consultation was undertaken with the North Ayrshire Network. The Network comprises representatives from various Tenants and Residents Associations across North Ayrshire. The purpose of the group is to discuss issues jointly affecting its members, consult on strategic issues from a tenant perspective, and encourage networking between communities. Group members were regular delegates at the Local Housing Strategy Forum.

18. In May 2014, the Network was asked to discuss the decline in attendance at the Local Housing Strategy Forum events. They were also asked to advise on the types of engagement that would interest them. The Network provided constructive feedback based on their experience of the Forum events. Several recurring themes emerged from the discussions:

- **Duration** – Many felt that a full day event focussing on housing strategy was unattractive "and heavy going" for attendees.
- **Formal setting** – Many believed that the tone of the Forum was very formal, making some delegates less inclined to contribute during the event.
- **Information Presented** – While appreciating the need for some facts and figures, the group felt that there is often a lot of technical information that might not be relevant to delegates.
- **Venue** – It was noted that earlier Forums enjoyed higher attendances when they were held at a local hotel, as opposed to a community centre.
- **Interactive Format** – The group were unanimous in the view that the interactive workshops during the Forums were beneficial. These enabled delegates more involvement and an opportunity to provide focused and informed feedback.
- **Frequency** – The noted that rather than two Forums a year, they would welcome an annual event.

19. The Tenants & Residents Network suggested alternative methods for obtaining stakeholder views, including:

- road shows and workshops in different towns;
- study tours of new developments;
- information stalls within public places (such as shopping centres, libraries etc); and
- utilising the existing 'fun-day' as an opportunity to inform strategy.

20. The discussion with the North Ayrshire Network would suggest tenants and residents are willing to engage, but that in many cases, our methods require refining to encourage greater buy-in.
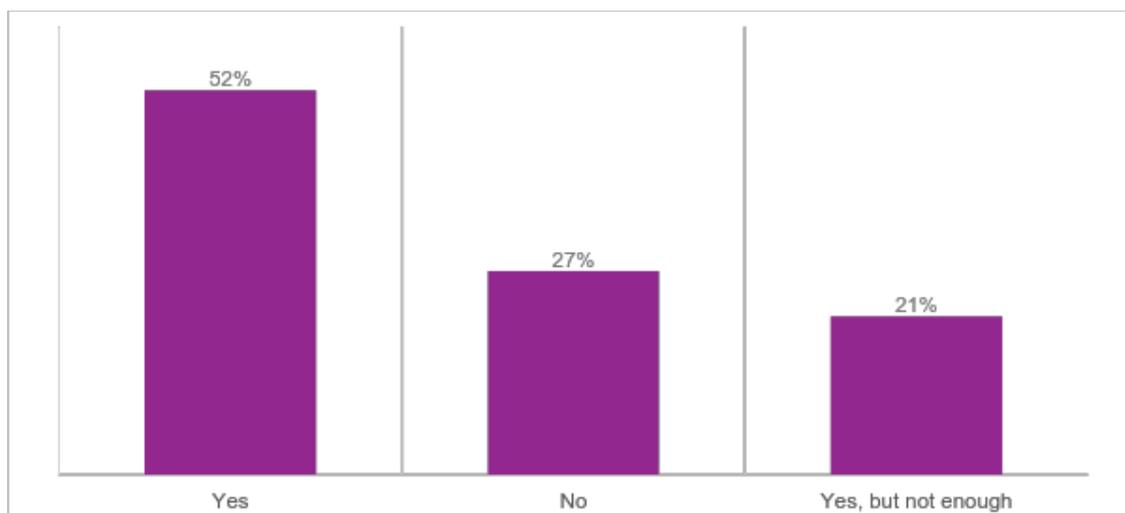
Engagement Survey

21. In July 2014, in a further attempt to identify barriers to engagement, an online survey was launched. Invites were issued to members of all Local Housing Strategy working groups that existed at that time, various stakeholders and partner organisations, asking them to participate in the survey.

22. Respondents were asked about their interest in, and understanding of, the Local Housing Strategy, their views on the current methods of engagement, and why they believed attendance at events had been falling.

23. Sixty-six responses were received with half of these being from interested tenants and resident groups.

24. The survey showed that individuals felt they understood the purpose of the Local Housing Strategy (Figure 2).

FIGURE 2: DO YOU UNDERSTAND THE PURPOSE OF THE LOCAL HOUSING STRATEGY? (NAC SURVEY OF LHS PARTNERS, 2014)
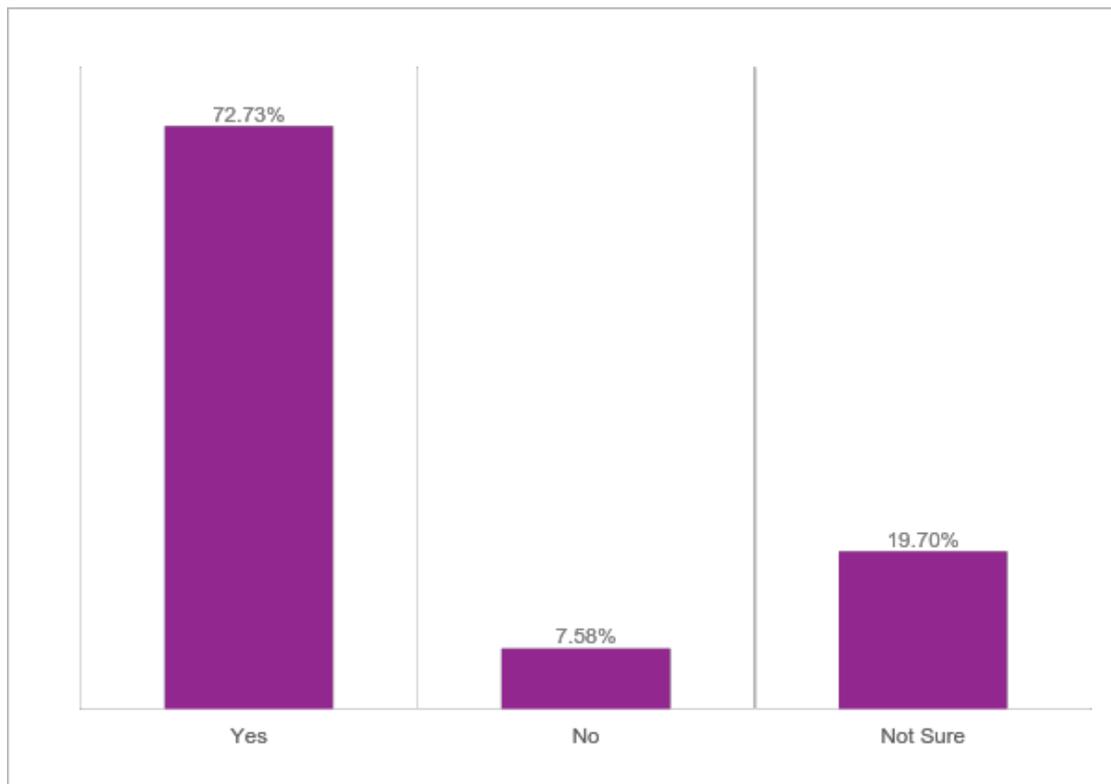
25. Despite this, when it came to perceptions of personal ability to influence the Strategy, the picture was less positive (Figure 3).

**FIGURE 3: DO YOU THINK YOU ARE GIVEN AN OPPORTUNITY TO INFLUENCE THE STRATEGY? (NAC SURVEY OF LHS PARTNERS, 2014)**

26. Almost half of the individuals surveyed (48%) felt that they either were not able to influence the Strategy or did not have enough of an opportunity to do so. This significant figure raises questions about the effectiveness of the engagement methods being used at the time.

27. Respondents were asked which key topic areas they were interested in learning more about. Affordable Housing Provision (77%) was the most prominent area of interest, followed by Housing Support (62%). Respondents mentioned the Private Sector (34%) and Rural Areas (36%) least.

28. These findings suggest that stakeholders are most easily engaged when the discussion topic directly affects them or their business. Rural housing issues are localised and apply to only a small part of North Ayrshire. Affordable housing issues are of interest to stakeholders from across all North Ayrshire.

29. Strategic partners that were part of a larger organisation (eg. the Council, RSLs or community groups) were asked if they recognised the role of the Local Housing Strategy in relation to their own strategic and service planning. Seventy percent of respondents said that they 'always' considered the LHS during their own operations, 27% 'sometimes' did and 4% 'never' recognised the Housing Strategy.

30. Some respondents commented that they always refer to the Local Housing Strategy when planning their own service delivery, and advised that they acknowledge links between the Strategy and their own strategic documents.

31. Despite these positive findings, falling meeting attendance suggested that more could be done to promote the relevance of the Local Housing Strategy.

32. Respondents were then asked how they would prefer to receive information about the Local Housing Strategy and its progress (Figure 4).

FIGURE 4: HOW WOULD YOU LIKE TO RECEIVE INFORMATION ON THE PROGRESS OF LHS ACTIONS? (NAC SURVEY OF LHS PARTNERS, 2014)
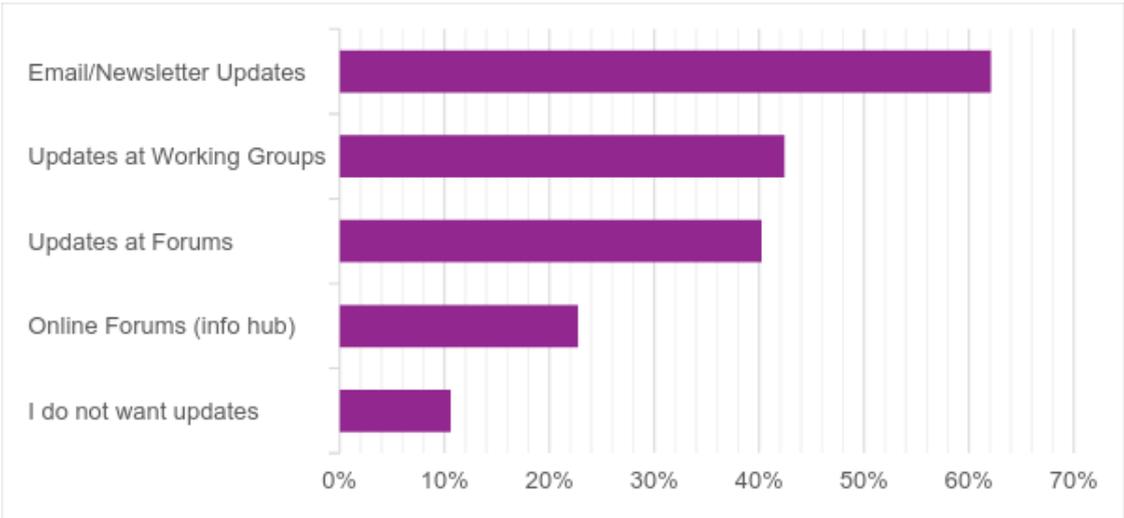
33. Figure 4 highlights that the strongest preference is for regular updates via email or newsletter (62%). Newsletters are a simple and efficient way to issue information with

a low cost/low staffing resource to produce. The use of email can minimise distribution costs.

34. Less than half of respondents listed Forums or Working Groups as a preference (40%). This may reflect the format of those events or individual perceptions about the effectiveness of attending.

35. The proposal of hosting interactive, online discussion Forums proved less popular (22%). This could be due in part to respondents being unfamiliar with the format of this option. It may also be because stakeholders think that the reliance on delegates having access to the internet could be a barrier to participation. Nonetheless, this could be an effective way of engaging with 1 in 5 stakeholders, and part of a menu of engagement options.

36. A small section of respondents noted that they did not want to receive any updates about LHS progress (10%). This could highlight the need to make strategic information topical and meaningful on an individual basis.

37. The next group of survey questions focussed on the strategic groups and events that partners attended (eg. Working Groups, Forums). Respondents were asked to rate the usefulness of the events using a ten-point scale (1 being 'Not Useful' to 10 being 'Very Useful'). The average scores are shown in Figure 5.

FIGURE 5: IF YOU ATTEND ANY OF THE FOLLOWING EVENTS OR GROUPS, PLEASE RATE HOW USEFUL YOU FIND IT? (NAC SURVEY OF LHS PARTNERS, 2014)

38. None of the groups recorded a notably high or 'very useful' rating. The highest scoring groups were those who were still delivering on actions towards the end of the Local Housing Strategy.

39. When asked about the frequency of the events, 82% of respondents felt the timing was 'about right'. The remaining balance of responses was split between 'not enough' and 'too often'.

40. This would suggest that the meeting and event frequency used for the 2011-2016 strategy was about right.

41. Respondents were given a list of meeting features and asked to select which of these would make them more likely to attend an LHS event (Figure 6).

FIGURE 6: WHICH OF THE FOLLOWING WOULD MAKE YOU MORE LIKELY TO ATTEND AN LHS EVENT? (NAC SURVEY OF LHS PARTNERS, 2014)
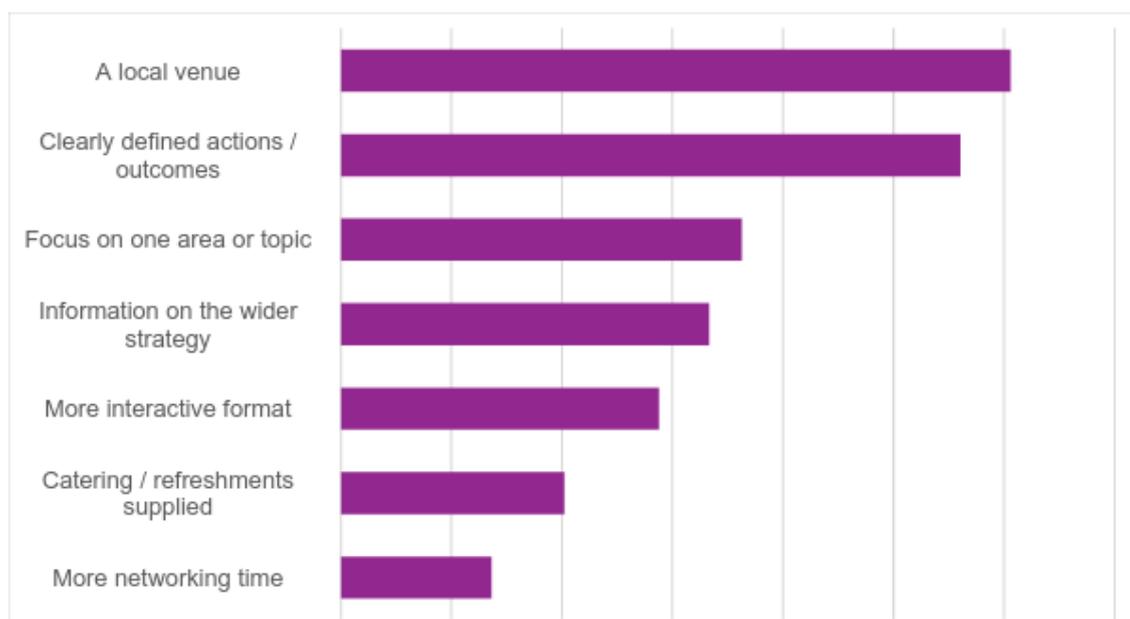
42. Most responses noted a desire for a local venue. This would be more accessible to delegates and may help to encourage greater attendance rates.   Responses also noted that they wanted 'clearly defined actions and outcomes'.

43. Finally, respondents were asked why they believed attendance was falling; three recurring themes were noted,

- time constraints (too much on the agenda);
- lack of focus (a disjointed agenda); and
- lack of interest in the subject matter being discussed.

Best Practice

44. In 2014, ALACHO (Association of Local Authority Chief Housing Officers) published a good practice 'Partnership Working Guide'.   Six key elements of good practice in relation to strategic housing planning were identified:

- Establish a group structure where RSLs are actively involved and contribute towards strategic housing priorities;
- Agree 'terms of reference' for strategic housing groups and provide the opportunity for RSLs to take on chairperson role where appropriate;
- Develop a shared understanding of strategic housing priorities in the local authority area;
- Establish joint work on the assembly of the evidence base for the Local Housing Strategy;
- Ensure professional relationships between Councils and RSLs based on trust, good communication, openness and transparency; and
- Disseminate information and consultation to all RSLs as part of the strategic planning process.

45. The ALACHO guidance places particular importance on enabling RSL partners to take a more prominent role in the strategic process.

46. It is encouraging to note that these good practice measures are already in place within North Ayrshire, and have been since the implementation of the LHS 2011-2016.

Accountability

47. Since 2011, accountability has underpinned the strategic delivery of the Local Housing Strategy. This was both a recognition of good practice and a response to feedback from stakeholders.

Engagement

48. Ongoing engagement, the publication of performance information and a realistic assessment of delivery risk (with mitigation measures identified) are considered key to a robust accountability process.

49. To ensure stakeholders and partners remain integral to the ongoing strategic process, various engagement methods will be employed by the Council.

- **We will hold local events and workshops as required** – to allow stakeholders engage in the strategic process, we will take that process to them.   This approach will also allow us to link to the locality planning approach, and benefit from local issues being more easily identified.
- **We will involve partners at all stages of Local Housing Strategy process** –partners will be encouraged to engage with the strategy from commencement to completion.
- **We will make greater use of new technologies** – we will explore a range of method for keeping stakeholders informed, and involved, in the strategic process (eg. newsletters, blogs or website content).
- **We will use 'pop-up' interactive stalls in public places** – these can be used to provide information on a new proposal/action and to receive first-hand feedback from North Ayrshire residents in a convenient setting.

50. The Council and its partners remain committed to ensuring meaningful and empowering engagement continues through the lifetime of the strategy.   Between 2017-2022, the Council, and its partners will continue to:

- develop relationships with the private and voluntary sectors;
- focus on engaging hard to reach groups, including young people, private tenants, older people and homeless groups;
- review and monitor the effectiveness of our engagement processes and make improvement as required; and
- seek to increase engagement with stakeholders.

51. The Council has adopted the principals of effective consultation, as set out by The Consultation Institute.   Established in 2003, the Institute is a 'not-for-profit' best

practice organisation, which promotes high-quality consultation in the public, private and voluntary sectors. Where engagement is required to inform the strategic process, these principals will be used.

Performance Management

52. Good performance management not only informs stakeholders of progress in relation to the delivery of actions and outcomes, it also highlights areas if weakness to allow alternative actions to be identified.

53. Local Housing Strategy Guidance notes that an action plan, with a separate table for each outcome, is an appropriate method of detailing strategic actions, and for monitoring progress. Mindful, that the goal of the Local Housing Strategy is to deliver strategic outcomes, and that stakeholders want clearly defined information, we will refer to our action plan as the 'Outcome Plan'.

54. The Outcome Plan for this topic paper is included in the section of the same name. It is intended to be a flexible and fluid mechanism for supporting the delivery of strategic outcomes and will be subject to ongoing review and update.

55. The Outcome Plan has been prepared throughout the strategic development process. Actions in the Accountability outcome plan have been identified through engagement with a range of Stakeholders.

56. We will provide updates on progress in delivering these actions annually. Furthermore, over the lifetime of the housing strategy, we will seek the views of stakeholders to identify new actions or re-prioritise existing actions.

Risk Assessment

57. There are many reasons why the outcomes and actions may be at risk of not being delivered. In the current financial climate, the Council and its partners face increasing pressures in relation to funding. The deliverability of many strategic outcomes is dependent, to a greater or lesser degree, on financial resources. Poor partnership working, insufficient stakeholder engagement, natural catastrophes, and so on may also limit the deliverability.

58. The performance framework will include a risk assessment process. The purpose of which is to assess the likelihood and impact of delivery failure, and where this is found to be high (a score of 20-25), measures are introduced to minimise, monitor, or manage that risk.

FIGURE 7: RISK ASSESSMENT MATRIX

	Impact

			Insignificant	Minor	Moderate	Major	Extreme
		Score	**1**	**2**	**3**	**4**	**5**
L i k e l i h o o d	Almost Certain	**5**	5	10	15	20	25
	Likely	**4**	4	8	12	16	20
	Possible	**3**	3	6	9	12	15
	Unlikely	**2**	2	4	6	8	10
	Remove	**1**	1	2	3	4	5

59. We will issue annual performance reports which will detail the progress of agreed actions and include information on what measures will be introduced to address any delivery challenges.

Governance

60. The governance structure of the Local Housing Strategy has been established to make sure the decision-making process is robust and inclusive, responsibility for delivering actions and outcomes is assigned, performance is monitored, and effective evaluation is undertaken.

Cabinet of North Ayrshire Council

61. The Council has a statutory responsibility for the development and implementation of the Local Housing Strategy, and therefore the Cabinet of North Ayrshire Council will be responsible for agreeing the content of the finalised Strategy prior to it being submitted to the Scottish Government.

Strategic Housing Board

62. The Strategic Housing Board will be the governing body responsible for the implementation and delivery of the Local Housing Strategy 2017-2022.

63. The Board will comprise senior officers and strategic decision makers from relevant Council departments, the Health & Social Care Partnership and other partner organisations (eg. local Housing Associations). Board members will nominate a Chair.

64. Members will be responsible for the delivery of the Local Housing Strategy, agreeing updates and amendments to the strategy, and for ensuring the strategic direction set out in the strategy is embedded in their own organisations/services.

65. The Board will be responsible for ensuring meaningful engagement continues to underpin strategic delivery, that performance is reported annually, risk is mitigated and that good practice is adopted as appropriate.

66. The Board shall also be responsible for considering and agreeing any deviation from the strategic outcome plan, where external or internal factors impact on delivery. In such instances, the Board will decide what alternative actions could be adopted or whether the action itself is undeliverable. This may be done by remitting additional work a project or working group.

Working Groups

67. A number of 'long-life' working groups will be established to deliver specific branches of the strategy, where these comprise multiple projects which are likely to require input from the same group of stakeholders (for example island specific rural housing interventions).

68. For some projects, it may be necessary for additional stakeholders to attend working groups on a temporary basis.

69. The Chairperson of working groups will be delegated to partner organisations where possible, to encourage ownership of strategic interventions across a range of partners.

70. Chairs of working groups will be expected to drive their area of strategic delivery, as well as preparing updates and attending meetings of the Strategic Housing Board.

Project Groups

71. For many actions, it is not necessary to set up a long-life group. Often a short-life group, which is focussed on delivering one aspect of the strategy, will be more enthusiastic and committed. This is because they can see the fruits of their labour delivered in a timely manner. It will also be easier for partners to resource in terms of identifying participants.

72. For this reason, a series of short life projects groups will be established to deliver much of the Outcome Plan. It is anticipated that these groups will choose a Chairperson themselves.

73. The Chair will be expected to attend the Strategic Housing Board and provide project update reports for the duration of the project.

Draft Actions

for discussion, review and inclusion in LHS Outcome Plan

Ref	Action	Indicator /Measure	Target / Milestone	Risk Score	Base line	Time-scale	Responsibility	Progress Update
1.	Establish a Strategic Housing Board	The Board is established.	A governing body is responsible for strategic implementation, monitoring and review.	3	n/a	From 2017	North Ayrshire Council (Head of Physical Environment)	
2.	Issue performance and progress information annually.	Performance information is published on time.	Information is published each April on the Council's website, and in paper copies available on demand	3	n/a	From March 2018	Strategic Housing Board	
3.	Carry out a risk assessment and identify mitigation for 'high risk' actions.	Risk Assessment Published with Performance Framework	Outcomes are deliverable as risk is managed	3	n/a	From 2017	Strategic Housing Board*	
4.	Host road shows and workshops, as required, to allow local people to influence the strategic process	Strategic updates are informed by stakeholder input.	Local people and other stakeholders can inform and influence the strategic process	4	n/a	From 2016	Strategic Housing Board*	
5.	Involve delivery partners in all stages of the strategic process	Partners engage in strategic development	Partners have ownership of the strategic process	4	n/a	From 2016	Strategic Housing Board*	
6.	Implement the use of new technologies to assist stakeholders to inform the strategic process, as appropriate	New technologies are adopted	Stakeholders have multiple methods of engaging with the strategic process.	2	n/a	From 2016	Strategic Housing Board*	

Ref	Action	Indicator /Measure	Target / Milestone	Risk Score	Base line	Time-scale	Responsibility	Progress Update
			Engagement by hard to reach groups has increased.					
7.	We will adopt an interactive engagement style	Evidence of stakeholder input through interaction	Stakeholder input to the strategic process has increased.	2	n/a	From 2016	Strategic Housing Board*	
8.	We will provide updates on strategic delivery as part of the 'Tenant's Fun-Day'	A staffed stall in included in the fun-day format	Tenants can ask questions in an informal setting about strategic housing matters. Engagement by hard to reach groups has increased	1	n/a	From 2017	North Ayrshire Council (Housing Services)	
9.	Strategic stakeholder events will be no longer than 4 hours	Feedback on the duration of stakeholder events	'Engagement fatigue' will be avoided as far as possible	4	n/a	From 2017	Strategic Housing Board	
10.	Stakeholder information will be easy to follow and where possible, avoid statistics	Feedback on the format of stakeholder events	'Engagement fatigue' will be avoided as far as possible	4	n/a	From 2017	Strategic Housing Board	
11.	The frequency of events will be minimised	The strategic process is at a stage where consultation is necessary	'Engagement fatigue' will be avoided as far as possible	4	n/a	From 2017	Strategic Housing Board	
12.	All meetings will have a clear focussed agenda which allows sufficient time to discuss subject manner	Agendas are issued with a meeting timeline indicated and the expected outcome of the discussion clarified	Meetings will be focussed and will deliver the necessary decision-making as outlined in the agenda.	3	n/a	From 2017	Chair of Individual Groups	

Ref	Action	Indicator /Measure	Target / Milestone	Risk Score	Base line	Time-scale	Responsibility	Progress Update
13.	Develop relationships with the private and voluntary sectors.	Representatives from the private and voluntary sector involved in strategic delivery.	Skills and expertise from private and voluntary organisations are included in LHS actions.	9	n/a	From 2017	Strategic Housing Board	

* Responsibility is with North Ayrshire Council Housing Services until the Strategic Housing Board is established.

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http://www.ibm.com/developerworks/webservices/library/ws-soa-govern/

Promoting High Standards of Governance and Accountability 2006– Audit Commission,
http://www.audit-commission.gov.uk

Prevention of Homeless Guidance http://www.scotland.gov.uk/publications
The Consultation Institute, https://www.consultationinstitute.org/

'Mock' Equality Impact Assessment

(NB: full EIA will be undertaken against the local housing strategy; this process is being followed for all research papers to ensure equalities are embedded in the process)

This form will assist in carrying out an equality impact assessment of new, revised and existing policies and practices. Guidance on how to complete assessments is given in the Council's **Equality Impact Assessment Toolkit**. The form is mandatory and must be published on the Council website once the policy or practice has been approved.

Section 1 - Details

1.1. **Service** | Housing | **Section** | Strategy Team

1.2. **Name of Policy or Practice being assessed:**

Accountability

Is it new ☐ Existing ☐

1.3. **List of participants in Equality Impact Assessment**

Chris Batemen – Policy Officer (Strategy)
Louise Osborne - Policy Officer (Strategy)
Lynne Richardson – Team Manager (Affordable Housing)
Patrick Rodger - Policy Officer (Strategy)
Trudi Fitzsimmons – Senior Manager (Strategic Housing & Business Planning)

1.4. **Manager responsible for impact assessment**

Name: Trudi Fitzsimmons

Designation: Senior Manager (Strategic Housing & Business Planning)

1.5. **Timetable**

Date assessment started: 01/06/2016 (dd/mm/yyyy)

Completion date: 21/12/2016 (dd/mm/yyyy)

Section 2 – Aim and Relevance

2.1. What is the purpose of the policy or practice?

The Housing (Scotland) Act 2001 requires Local Authorities to prepare a Local Housing Strategy that is supported by an assessment of housing need and demand and which sets out the strategic direction for tackling a range of issues across all housing tenures.

The Accountability Topic Paper describes the approach to governance and accountability that will be adopted for the implementation and delivery of the Local Housing Strategy 2017-2022.

2.2. What are the anticipated notable outcomes (positive and negative)?

The overarching outcome for the Accountability Topic Paper is that the strategic process is clear, open and accountable.

2.3. Who is affected by the policy or practice as an internal or external service user?

This paper is changing the way in which North Ayrshire engages with people. All internal and external service users will, therefore, be affected by the practice.

2.4. Please indicate the equality groups likely to be affected by the policy:

Age, Disability, Gender, Gender reassignment, Pregnancy and maternity, race, religion or belief, sexual orientation.

2.5 Which aspects of the policy eliminate unlawful discrimination, harassment and victimisation?

The policy is promoting a more cohesive method of engagement with the public. All aspects of the policy, therefore, eliminate unlawful discrimination, harassment and victimisation.

2.6 Which aspects of the policy advance equality of opportunity between people which share a relevant protected characteristic and those who do not?

All aspects of the policy strive to advance equality of opportunity between people which share a relevant protected characteristic and those who do not.

2.7 Which aspects of the policy foster good relations between people who share a protected characteristic and those who do not?

All aspects of the policy foster good relations between people who share a protected characteristic and those who do not.

2.8	**Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals on a protected characteristic)?**
	None Identified
2.9	**If Crosscutting issues identified with other Services, what discussion/interaction has taken place to mitigate any potential negative impacts of accumulated proposals?**
	N/A

Section 3 – Collecting Information

3.1.   What evidence is available about the needs of relevant groups?

Source of Evidence

Demographic data, including Census	Scottish Census 2011, General Records of Scotland Scottish Index of Multiple Deprivation
Research	*Audit Scotland: Governing Partnerships, Bridging the Accountability Gap* - Audit Commission: *Strategic Housing, Questions for Improved Partnership working* - Ellis, Dr J*Practical Monitoring & Evaluation, A Guide for Voluntary Organisations* - HM Government, *Together we can, people and government working together to make life better* - Little, A, *The Good Governance Standard for Public Services* - Office of Government Commerce, *Managing Risks with Delivery Partners* - Newhaven Research, *Local Housing Strategies: Two Steps Forward* - North Ayrshire Council, *Housing Services Tenant Participation Strategy 2007-2010*
Consultation & survey reports	
Equality Monitoring Data	**N/a**

Inspection & audit reports	**N/A**
Service user feedback & complaints	**N/A**
Ombudsman reports & case law	**N/A**
Officer knowledge & experience	Knowledge and experience gained through researching the topic paper.

3.2.   Are there any gaps in evidence?

No

Section 4 – Impacts

4.1.   Could the proposed policy or practice have an impact on any of the following protected characteristics? (Positive or negative)

Protected Characteristic	Yes	No	Please explain
Age (Older people, children and young people)	☒	☐	The policy sets out the Council's aim to provide suitable housing for people of all ages in North Ayrshire.
Disability (Physical and Learning)	☒	☐	The policy sets out the Councils aim to provide suitable housing for people living with a disability, be it physical or learning.

Gender reassignment (Where a person is living as the opposite gender to their birth)	☒	☐	The policy sets out the Council's aim to provide suitable housing for all people in North Ayrshire, regardless of gender.
Pregnancy and Maternity	☒	☐	The policy sets out the Council's aim to provide suitable housing for all people in North Ayrshire.
Race, ethnicity, colour, nationality or national origins (including gypsy/travellers, refugees and asylum seekers)	☒	☐	The policy sets out the Council's aim to provide suitable housing for all people in North Ayrshire, regardless of Race, ethnicity, colour, nationality or national origins.
Religion or belief	☒	☐	The policy sets out the Council's aim to provide suitable housing for all people in North Ayrshire, regardless of Religion or belief.
Sex (Women and Men)	☒	☐	The policy sets out the Council's aim to provide suitable housing for all people in North Ayrshire regardless of whether they are a man or a woman.
Sexual Orientation (Lesbian, gay and bisexual people)	☒	☐	The policy sets out the Council's aim to provide suitable housing for all people in North Ayrshire regardless of their sexual orientation
Other (Poverty, homelessness, ex-offenders, isolated rural communities, carers, part-time workers, or people in a marriage/civil partnership)	☒	☐	This policy sets out the Council's aim to provide suitable housing for all people in North Ayrshire.

5.1. **Is there any evidence that the policy?**

- **may result in less favourable treatment for particular groups?**
- **may give rise to direct or indirect discrimination?**
- **may give rise to unlawful harassment or victimisation?**

Yes ☐ No ☒ No evidence ☐

If yes, give details

| |
| |

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5.2. **If you have identified a negative impact, how will you modify this?**

| No negative impact identified |

5.3. **Is the policy or practice intended to promote equality by permitting positive action or action to remove or minimise disadvantage?**

Yes ☒ No ☐

If yes, please give details

| The policy is intended to positively promote independent living in North Ayrshire by providing suitable housing and support services. |

6.1. **Describe the consultation undertaken with equality groups, including details of the groups involved and the methods used.**

| Every effort was taken to ensure the research methods were as broad as possible. |
| The consultation was carried out through Focus Groups on housing issues relating to Older People and People living with Disabilities. Both groups were attended by residents, Health and Social Care Partnership colleagues, Independent and Third sector support providers, Housing Association representatives as well as carers. |
| Stakeholder Interviews were held with Health and Social Care Partnership, Housing Association colleagues and Elected Members, covering issues such as Children living with disabilities, Older People and people living with learning disabilities. |
| Local Housing Strategy Surveys were widely available to be completed. There were five surveys in total, two of which related directly to the development of this paper: Housing for Older People and Housing for People with Disabilities. These surveys were advertised through posters, social media, post, and in libraries. At the request of local community groups on Arran, all surveys were available at Garrison House on Cumbrae for completion. Surveys were also distributed to key service |

providers and stakeholders to offer widespread accessibility to service users who may not be able to gain access to the surveys online.

The Gypsy/Traveller Coordinator conducts a rolling survey to assess the Redburn Travellers site. This, as well as the 'Travellers Who visit North Ayrshire Accommodation 2016' Survey were consulted.

Section 7 – Outcome of Assessment

7.1.   Please detail the outcome of the assessment:

No major alterations to policy assessed, EIA shows policy is robust   ☒

Adjust the policy to remove barriers or better promote equality   ☐

Continue the policy – there are justifications to continue the policy despite potential for adverse impact   ☐

Stop and remove the policy as there is actual or potential; unlawful discrimination   ☐

7.2.   Please detail recommendations, including any action required to address negative impacts identified

No negative impacts identified

7.3.   Is a more detailed impact assessment needed?

No

Section 8 – Monitoring

8.1.   Describe how you will monitor the impact of this policy e.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure if outcomes are achieved.

The impact of this policy will be identified through assessing and monitoring the indicators developed through the Local Housing Strategy. The Strategy Team will be responsible for monitoring the progress.

8.2.   Describe how you will publish the results of monitoring arrangements?

The policy will be reviewed as part of the Local Housing Strategy 201702022 review process

8.3.   When is the policy or practice due to be reviewed?

The LHS 2017-2022 will be reviewed in full at the end of its plan period (i.e. 2021-2022) in advance of the development of the next LHS.

Furthermore, the LHS will be subject to ongoing review and evaluation.

8.4.   Head of Service who has approved impact assessment

Please insert name and title of the Head of Service who has approved this assessment

Name:

Title

Date:

Section 9 – Publication

9.1   All Equality Impact Assessments must be published on the Council website. Please forward to Andrew Hale (ahale@north-ayrshire.gov.uk)

Useful Guidance

Equality and Human Rights Commission: Assessing impact and the public-sector duty: A guide for public authorities (Scotland) (2012)

http://www.equalityhumanrights.com