

# EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

**1. Identify the Policy, Project, Service Reform or Budget Option to be assessed**

A clear definition of what is being screened and its aims

**2. Gathering Evidence & Stakeholder Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)

**3. Assessment & Differential Impacts**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

**4. Outcomes, Action & Public Reporting**

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publically reported

**5. Monitoring, Evaluation & Review**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

# 1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Glasgow's Local Housing Strategy 2023 to 2028

b) Reason for Change in Policy or Policy Development

The Local Housing Strategy is the main strategic document for housing in Glasgow. It is a statutory requirement (The Housing (Scotland) Act 2001). It is renewed every 5 years and prepared in accordance with Scottish Government guidance (LHS Guidance 2019).

c) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

The priorities outlined within the draft LHS 2023 to 2028 include:

**LHS Priority 1:** Delivering more homes and great places that reduce poverty and inequality and increase opportunity and prosperity for all.

**LHS Priority 2:** Improving the energy efficiency of Glasgow's homes, reducing fuel poverty and supporting a Just Transition to Net Zero through decarbonising domestic heating and energy

**LHS Priority 3:** Improving the condition of Glasgow's homes and preserving Glasgow's tenements and built heritage

**LHS Priority 4:** Supporting people to live independently and well at home in the community

**LHS Priority 5:** Improving housing options, affordability and sustainability for tenants and owners, to prevent and reduce homelessness

An action plan has been created in response to the priorities and challenges. The actions are related to the priorities and these include:

**LHS Priority 1:** Delivering more homes and great places that reduce poverty and inequality and increase opportunity and prosperity for all.

Actions:

Deliver Glasgow's Affordable Housing Supply Programme

Develop a Strategic Agreement with Wheatley Homes Glasgow to develop a programme of housing investment and development across the city.

Undertake strategic acquisitions to target open market purchases that increase supply of affordable homes, meet housing priorities and improve the management and condition of tenements.

Explore the potential of alternative construction and delivery methods, including off-site manufacturing, to deliver new affordable homes and value for money.

Explore the development of an Affordable Housing Policy for the city including consideration of a requirement for private sector developers to deliver affordable housing within developments, prioritising public land (for affordable housing) and increasing affordable housing in higher land-value areas such as the city centre

Continue to deliver the TRA programme, including activation agreements for Red Road/Barmulloch TRA and East Govan/Ibrox TRA.

Support the development of business cases for the Clyde Metro project

Review the findings and recommendations of the SCA research project for increasing city centre residential capacity and occupancy.

Create training and employment opportunities for local residents through investment in new build and retrofitting homes

Deliver projects to unlock the development potential of vacant and derelict land

Complete the Maryhill TRA self-build pilot and continue to roll-out further development schemes

**LHS Priority 2:** Improving the energy efficiency of Glasgow's homes, reducing fuel poverty and supporting a Just Transition to Net Zero through decarbonising domestic heating and energy:

Deliver Glasgow's Area-Based Schemes targeting investment towards hard-to-treat homes in fuel poor areas for external wall insulation and associated energy efficiency improvements

Develop a LA-Flex Scheme for Glasgow to attract Energy Company Obligation funding.

Support work locally and at city region level to roll out a large-scale programme of Home Energy Retrofit, supporting decarbonised and more efficient home energy across the city region.

Continue to support the provision of free and impartial energy advice, assistance and advocacy services to all households in the city

Explore options for setting up a public interest energy producer/supplier to offer affordable energy.

Support the development of Glasgow's Local Heat and Energy Efficiency Strategy (LHEES)

Work with partners to identify and promote projects where renewables and district heating is a cost effective solution to affordable warmth and

assist organisations to apply for external funding

**LHS Priority 3:** Improving the condition of Glasgow's homes and preserving Glasgow's tenements and built heritage

Expand our Empty Homes work to include making greater use of compulsory purchase orders, supporting the acquisition of tenements by RSLs, improving the performance of factors and enabling whole-block retrofits  
Engage with housing association partners through the tenement working group to develop pre-1919 retrofit specifications and investigate options for framework agreements and joint procurement.  
Administer Glasgow's Scheme of Assistance and allocation of Private Sector Housing Grant to target maintenance and improvement of private properties  
Continue to deliver Housing Partnership Initiative Area (HPIA) projects, working with RSL partners on an area basis to tackle problematic private sector housing in poor condition  
Carry out inspections to monitor property standards in the private housing sector.  
Encourage owners to carry out works and to maintain their properties on a voluntary basis and make use of its statutory powers to carry out enforcement action if it is deemed necessary including expanding the use of 'missing shares'  
Promote the under one roof property factoring and maintenance website  
Make referrals to the licensing committee seeking the removal of poorly performing landlords from the register where there has been a failure of compliance with statutory notices, the fit and proper person test and other relevant legislation or requirements

**LHS Priority 4:** Supporting people to live independently and well at home in the community

Administer Glasgow's Scheme of Assistance and funding to deliver adaptations for private and social rented homes  
Deliver an annual investment programme to adapt Wheatley Group: Glasgow homes to support independent living  
Increase the supply of affordable 4+ bedroom homes in Glasgow through the Affordable Housing Supply Programme.  
Investigate and implement opportunities to improve access to family housing through the promotion of initiatives such as the Housing Transfer Incentive Scheme.  
Monitor and Respond to the Implementation of the National Care Service.  
Implement Glasgow's Digital Housing Strategy

**LHS Priority 5:** Improving housing options, affordability and sustainability for tenants and owners, to prevent and reduce homelessness

Continue to work in partnership with Glasgow City Health and Social Care Partnership and RSLs to prevent and provide housing for homeless households.  
Support the Glasgow Alliance to End Homelessness and their work to improve homelessness services in Glasgow, support Housing First as a model and reduce use of temporary accommodation.

Deliver Glasgow's Rapid Rehousing Transition Plan  
Ensure continued funding for Glasgow's Housing and Welfare Team (the PRS Housing and Welfare Hub) to extend and expand the service  
Provide Housing and Support to Asylum Seekers and Refugees  
Work with Scottish Government to provide settled accommodation as part of the Ukraine Sponsorship Scheme in Scotland  
Develop a local social lettings agency  
Establish a tenant-led forum/platform for meaningful engagement with Glasgow's private rented sector tenants  
Identify opportunities to support and upskill tenants to communicate confidently and influence the housing services they receive

The Supporting Documents contained in the strategy are as follows:

- Strategic Housing Investment Plan.
- Housing Needs and Demand Assessment
- Housing to 2040
- UN Sustainable Development Goals
- Glasgow City Council's Strategic Plan
- Glasgow City Council Strategic Plan
- Glasgow City Region's Economic Strategy
- Glasgow City Centre Living Strategy Vision 2035

d) Name of officer completing assessment (signed and date)

Matt McNulty (Principal Officer) – Neighbourhoods, Regeneration and Sustainability (February 2023)

e) Assessment Verified by (signed and date)

Paul Wood (Group Manager) – Neighbourhoods, Regeneration and Sustainability (April 2023)

## 2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

<p>Please name any research, data, consultation or studies referred to for this assessment:</p>	<p>Please state if this reference refers to one or more of the protected characteristics:</p> <ul style="list-style-type: none"> <li>➤ age</li> <li>➤ disability,</li> <li>➤ race and/or ethnicity,</li> <li>➤ religion or belief (including lack of belief),</li> <li>➤ gender,</li> <li>➤ gender reassignment,</li> <li>➤ sexual orientation</li> <li>➤ marriage and civil partnership,</li> <li>➤ pregnancy and maternity,</li> </ul>	<p>Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.</p>
<p>Desktop Research –</p> <ul style="list-style-type: none"> <li>• NRS undertook desktop research to review current national and local strategies that have informed the new Local Housing Strategy.</li> </ul> <p>The desktop research ensured alignment with national and local strategies. The context in which the LHS was considered included the following documents:</p>	<p>All</p>	

<ul style="list-style-type: none"> <li>• Housing to 2040</li> <li>• Scotland’s National Performance Framework</li> <li>• Fourth National Planning Framework</li> <li>• Glasgow City Council’s Strategic Plan 2022-27</li> <li>• Glasgow City Local Development Plan</li> <li>• Strategic Development Frameworks</li> <li>• Glasgow’s Climate Plan</li> <li>• Glasgow’s Housing Contribution Statement</li> <li>• Glasgow’s Economic Strategy 2022-30</li> </ul>		
<p>Engagement with key internal and external partners to prepare the draft strategy Jan 2022 – Jan 2023</p> <ul style="list-style-type: none"> <li>- Community Controlled Housing Associations</li> <li>- HHSCG</li> <li>- GCHSCP</li> <li>- NRS partners</li> <li>- Elected Members and senior management</li> <li>- Supporting Families Operational Working Group</li> <li>- Wheatley Group</li> <li>- GWSF</li> </ul>	<p>All</p>	<p><b>COMPLETED</b></p> <p>No negative issues identified at this stage. Positive socio-economic impacts in relation to age and disability. Further identification required for other protected characteristics.</p>
<p>Glasgow’s Tenant Led Housing Commission (PRS) September 2021 – September 2022</p>	<p>All</p>	<p><b>COMPLETED</b></p> <p>Noted the positive impacts in relation to Affordable Housing Supply.</p> <p>Noted the negative impacts on students and other groups accessibility to housing. This was noted and identified in LHS Priority 5 and associated actions.</p>

<p>Engagement on Glasgow’s Housing Contribution Statement October 2022</p> <p>NRS held an engagement event on the development of Glasgow’s Housing Contribution Statement. The event was attended by over 100 partners with an interest in housing, health and social care. The feedback received from the event has been incorporated into the Local Housing Strategy.</p> <p>Partners that presented were as follows:</p> <ul style="list-style-type: none"> <li>- NRS – Housing Services</li> <li>- Blackwood Homes and Care</li> <li>- Queens Cross Housing Association</li> <li>- Wheatley Group</li> <li>- GCHSCP – children and Families</li> <li>- GCHSCP – Housing Options for Older People</li> </ul>	<p>All</p>	<p><b>COMPLETED</b></p> <p>Outcomes:</p> <p>The engagement event was used as a platform to inform the development of the HCS and the LHS. Good practice was highlighted such as the Housing Options for Older People model.</p> <p>Feedback on joint housing, health and social care priorities has been incorporated into the LHS, primarily in Priority 4.</p>
<p>Engagement on Glasgow’s Digital Housing Strategy July 2022</p> <p>NRS held an engagement event on the development of Glasgow’s Digital Housing Strategy. The feedback received has been incorporated into the Local Housing Strategy</p> <p>Partners in attendance were:</p> <ul style="list-style-type: none"> <li>- Wheatley Group</li> <li>- NG Homes</li> <li>- Queens Cross Housing Association</li> <li>- Blackwood Homes and Care</li> <li>- Southside Housing Association</li> </ul>	<p>All</p>	<p><b>COMPLETED</b></p> <p>Outcomes:</p> <p>The engagement event was used to promote the use of digital housing solutions within the housing sector. The event noted how digital can assist in achieving specific housing goals. From streamlining housing applications to assist with resource management.</p>



<ul style="list-style-type: none"> <li>- Govan Housing Association</li> <li>- Cassiltoun Housing Association</li> <li>- Thenue Housing Association</li> <li>- Shettleston Housing Association</li> <li>- Wellhouse Housing Association</li> <li>- West of Scotland Housing Association</li> <li>- New Gorbals Housing Association</li> </ul>		
<p>Report to Economy, Housing Transport and Regeneration City Policy Committee</p>	<p>All</p>	<p><b>COMPLETED</b></p> <p>The LHS was presented to the committee.</p> <p>The Committee was supportive of the LHS</p> <p>No equalities issues were highlighted.</p>
<p>LHS 2023 to 2028 formal Consultation Process</p> <ul style="list-style-type: none"> <li>• General public</li> <li>• Key internal and external partner organisations</li> <li>• organisations with expertise in and/or representing equalities groups</li> <li>• Community Councils</li> <li>• Universities and Student Bodies</li> <li>• Glasgow Health and Social Care Partnership</li> </ul>	<p>All</p>	<p><b>COMPLETED</b></p> <p>Glasgow’s draft Local Housing Strategy 2023 to 2028 was developed through extensive engagement with key partners and stakeholders, which helped both to develop our research, analysis and insights, as well as identify the proposed main housing issues that should be prioritised for action.</p> <p>Significant pre-consultation engagement with internal and external partners and stakeholders shaped the consultative draft LHS 2023 to 2028, which included but was not limited to:</p> <ul style="list-style-type: none"> <li>• individual and joint meetings with Glasgow’s Registered Social Landlords</li> </ul>

		<ul style="list-style-type: none"><li>• Housing, Health and Social Care Group</li><li>• Digital Housing Strategy events</li><li>• Glasgow’s Tenant-Led Housing Commission (Private Rented Sector)</li></ul> <p>Formal consultation on the draft LHS 2023 to 2028 took place over 11 weeks from 24<sup>th</sup> January 2023 to 10<sup>th</sup> April 2023. This included:</p> <ul style="list-style-type: none"><li>○ a public LHS Smart Survey coordinated via Glasgow City Council’s online consultation hub (and available in other formats)</li><li>○ a coordinated media plan for promoting the strategy, and</li><li>○ targeted engagement events with stakeholder organisations and community representatives as key intermediaries to the general public.</li></ul> <p>The LHS consultation had significant reach, promoted internally across the Glasgow City Council family, Glasgow Health and Social Care Partnership, Glasgow Community Planning Partnership, and shared with key external partners, stakeholders and organisations with expertise in and/or representing equalities groups, including:</p> <ul style="list-style-type: none"><li>➤ Glasgow Disability Alliance</li><li>➤ Glasgow Equality Forum</li><li>➤ Age Scotland</li><li>➤ Glasgow Centre for Population Health</li></ul>
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		<p><b>Main Outcomes:</b></p> <p>The draft LHS 2023 to 2028 was put out to consultation on <a href="http://www.glasgowconsult.co.uk">www.glasgowconsult.co.uk</a>. This provided the information pertaining to the strategy. The information contains a link to the document and a link to the consultation survey.</p> <p>The consultation was communicated to the general public via the council's social media channels (Twitter and Facebook). An email with links to the webpage and survey was issued to key stakeholders including RSLs, GCC and GCHSCP Services, third sector groups, academics, GDA and elected members. The general public was also provided with an opportunity to respond to the consultation.</p> <p>The consultation sought views on:</p> <ul style="list-style-type: none"><li>• Style and Content</li><li>• Vision and Priorities</li><li>• Housing Supply Targets</li><li>• Housing Issues<ul style="list-style-type: none"><li>○ Student Housing</li><li>○ Sustainability Standards</li><li>○ Larger Sized Homes</li><li>○ Long-Term Empty Homes</li></ul></li><li>• Partner Engagement and Actions</li></ul> <p>In total, 393 complete responses were</p>
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		<p>submitted, of which 342 were from people that responded as individuals and 51 where the respondent ticked response was from an organisation.</p> <p>Individual respondents were invited to share information about themselves for the purposes of monitoring and equalities. The following were noted of total responses:</p> <ul style="list-style-type: none"><li>• 72% live in Glasgow. 28% live outside Glasgow.</li><li>• 30% aged under 35. 60% aged 35-64. 11% aged 65+</li><li>• 50% described themselves as male. 45.3% described themselves as female. 4.6% described themselves in another way.</li><li>• 21% identified as having any long-term illness, health problem or disability that limits their daily activity or work that they can do.</li><li>• 83.3% described themselves as white Scottish, British or Irish. 8% described themselves as having other white background. 8.6% described themselves as having mixed background or a black and minority ethnic heritage.</li></ul> <p>Based on feedback received from targeted engagement and via the LHS Survey, the following key actions were included to enhance focus and delivery on housing to support people to live well and independently at home in the community:</p> <ul style="list-style-type: none"><li>➤ Develop research that considers</li></ul>
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		<p>potential designs/types of new build housing development and services that would support people to live independently</p> <ul style="list-style-type: none"><li>➤ Review the target for 10% wheelchair adaptable homes (in new developments of 20 units or more) engaging with key internal and external partners</li><li>➤ Undertake a review of the Glasgow Standard design specifications for accessibility engaging with key internal and external partners</li></ul>
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### 3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
SEX/ GENDER	Women	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p> <p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow’s homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow’s homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. Women are more likely to experience greater</p>	<p>There are no negative impacts anticipated.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>housing need, therefore the successful implementation of the AHSP will provide more affordable housing choices for women.</p>		
	<p>Men</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality  <b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow’s homes  <b>LHS Priority 3:</b> Improving the condition of Glasgow’s homes and preserving built heritage  <b>LHS Priority 4:</b> Supporting people to live independently  <b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics. However, men</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>specifically are more likely to experience homelessness. Therefore, the actions contained in priority 5 are likely to have a significant positive impact on this group</p>		
	<p>Transgender</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality <b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow’s homes <b>LHS Priority 3:</b> Improving the condition of Glasgow’s homes and preserving built heritage <b>LHS Priority 4:</b> Supporting people to live independently <b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>



		<p>across all protected characteristics. Further engagement with this protected group is being developed.</p>		
<p><b>RACE*</b></p>	<p>White</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality  <b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow’s homes  <b>LHS Priority 3:</b> Improving the condition of Glasgow’s homes and preserving built heritage  <b>LHS Priority 4:</b> Supporting people to live independently  <b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics.</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>The delivery of Glasgow's AHSP will provide choice and affordability.</p>		
<p><i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.</i></p> <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>	<p>Mixed or Multiple Ethnic Groups</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p> <p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow's homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow's homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics.</p> <p>The LHS is likely to have a positive impact</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>on this group. The positive impacts will be evenly distributed.</p> <p>This protected characteristic group is more likely to have higher incidences of poverty and multiple deprivation. The actions contained in LHS Priorities 1 and 5 will have a significant impact on this group.</p>		
	Asian	As above	No negative impact is perceived.	As above
	African	As above	No negative impact is perceived.	As above
	Caribbean or Black	As above	No negative impact is perceived.	As above
	Other Ethnic Group	As above	No negative impact is perceived.	As above
<b>DISABILITY</b>	Physical disability	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p> <p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow's homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow's homes and preserving built</p>	No negative impact is perceived.	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics.</p> <p>LHS Priority 4 contains the Housing Solutions Adaptations Protocol model which will provide Glasgow's citizens with the necessary adaptations required to allow them to continue living independently in their home. The LHS highlights the intention to increase the supply of new specialist housing and supply 1000 wheelchair adaptable homes by 2028. These interventions are likely to have a positive impact on this group that will specifically</p>		
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		address specialist need		
<p><i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i></p>	<p>Sensory Impairment (sight, hearing, )</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p> <p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow’s homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow’s homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics.</p> <p>LHS Priorities 4 and 5 will have a significant impact on this group. The LHS target of developing, in</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>partnership with the HSCP, 300 properties to facilitate core care groups will allow homes to be developed with specific sensitivities in mind such as natural lighting, higher quality soundproofing and sensory gardens.</p>		
	<p>Mental Health</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality  <b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow's homes  <b>LHS Priority 3:</b> Improving the condition of Glasgow's homes and preserving built heritage  <b>LHS Priority 4:</b> Supporting people to live independently  <b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>evenly distributed across all protected characteristics.</p> <p>LHS Priorities 4 and 5 will have a significant impact on this group. The LHS target of developing, in partnership with the HSCP, 300 properties to facilitate core care groups will have a specific benefit to this protected group.</p>		
	Learning Disability	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p> <p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow’s homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow’s homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p>	No negative impact is perceived.	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics.</p> <p>LHS Priorities 4 and 5 will have a significant impact on this group. The LHS highlights that around 2,200 adults have a learning disability and around 1 in 5 are on the autistic spectrum.</p> <p>The LHS target of developing, in partnership with the HSCP, 300 properties to facilitate core care groups will have a specific benefit to this protected group.</p>		
<p><b>LGBT</b></p>	<p>Lesbians</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p> <p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow's</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>



		<p>homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow's homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics. Further engagement with this protected group is being developed.</p>		
	Gay Men	As above	No negative impact is perceived.	As above
	Bisexual	As above	No negative impact is perceived.	As above
<b>AGE</b>	Older People (60 +)	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p>	No negative impact is perceived.	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human</p>

		<p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow’s homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow’s homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics.</p> <p>LHS Priority 4 will have a significant impact on this group. A focus on maximising older people’s independence is crucial in allowing them to maintain their current tenancies. There is a joint target to deliver 90 homes within specialist developments for older people over the</p>		<p>rights.</p>
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		<p>lifetime of the strategy.</p> <p>Glasgow's Care and Repair service is also highlighted as having a positive impact on the elderly population. This service is key in providing practical assistance to older people. The service was reviewed in 2021 and was shown to provide a valuable service.</p>		
	<p>Younger People (16-25)</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p> <p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow's homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow's homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>LHS priorities 1, 4 and 5 are likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics</p> <p>There are around 2,300 looked after children and young people in Glasgow.</p> <p>The actions contained within the LHS will assist this cohort.</p> <p>The LHS has set a joint target with housing, health and social care to deliver 80 aftercare specialist housing properties to help care experienced young people build independence, support young people with complex needs, as well as young parents.</p>		
	<p>Children (0-16)</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p> <p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow's</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow's homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics.</p> <p>All of the LHS Priorities are likely to have a positive impact on this group. The LHS notes the work of the PRS Housing and Welfare Hub that is undertaken to prevent homelessness. There is an 80% tenancy sustainment associated. This reduces the long-term costs associated with homelessness and prevents children from</p>		
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		<p>experiencing the homelessness system.</p> <p>The actions associated with the LHS Priorities will have a positive impact on children. Developing Glasgow's affordable Housing Supply Programme will provide better choice across the city for children to stay in.</p>		
<p><b>MARRIAGE &amp; CIVIL PARTNERSHIP</b></p>	<p>Women</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p> <p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow's homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow's homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics</p> <p>The LHS will have a positive impact on this group. Actions contained within the action plane will ensure this cohort have a positive impact.</p> <p>The LHS highlights that domestic abuse is a major cause of homelessness. Tackling and preventing this is key. LHS Priority 5 will have a significant impact on this group.</p> <p>LHS Priority 4 highlights that the need to increase the supply of affordable larger family housing options. This will also have a significant benefit for this group.</p>		
	Men	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p>

		<p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow's homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow's homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics</p> <p>Relationship breakdown is cited as one of the main reasons for domestic abuse and therefore, LHS priority 5 contains a section on reducing and preventing homelessness. As men are more likely to experience the homeless system, this priority will have a</p>		<p>There will be no impact on human rights.</p>
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		<p>significant benefit to this group.</p>		
	<p>Lesbians</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p> <p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow's homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow's homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>evenly distributed across all protected characteristics. The LHS highlights that domestic abuse is a major cause of homelessness. Tackling and preventing this is key. LHS Priority 5 will have a significant impact on this group.</p> <p>Further engagement with this protected group is being developed.</p>		
	<p>Gay Men</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p> <p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow’s homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow’s homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics. The LHS highlights that domestic abuse is a major cause of homelessness. Tackling and preventing this is key. LHS Priority 5 will have a significant impact on this group.</p> <p>Further engagement with this protected group is being developed.</p>		
<p><b>PREGNANCY &amp; MATERNITY</b></p>	<p>Women</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human</p>

		<p><b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow's homes</p> <p><b>LHS Priority 3:</b> Improving the condition of Glasgow's homes and preserving built heritage</p> <p><b>LHS Priority 4:</b> Supporting people to live independently</p> <p><b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact on this group. The positive impacts will be evenly distributed across all protected characteristics.</p> <p>The LHS will likely have a positive impact on this group. The strategy does not contain specific actions relating pregnancy and maternity, however, all groups with protected characteristics are likely to benefit from the contributions/actions outlined in the LHS.</p>		rights.
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		<p>LHS Priority 2 will help new mothers spend less on energy costs and prevent ill health due to housing issues. As mothers will be likely to spend more time at home during this time more affordable warmth will have a significant impact on this group.</p>		
<p><b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a>.</p>	<p>See note</p>	<p><b>LHS Priority 1:</b> Delivering more homes, reducing poverty and inequality <b>LHS Priority 2:</b> Improving the energy efficiency of Glasgow's homes <b>LHS Priority 3:</b> Improving the condition of Glasgow's homes and preserving built heritage <b>LHS Priority 4:</b> Supporting people to live independently <b>LHS Priority 5:</b> Improving housing options and reducing homelessness</p> <p>The LHS is likely to have a positive impact</p>	<p>No negative impact is perceived.</p>	<p>Actions included in the strategy are informed by the issues and challenges identified in the LHS.</p> <p>There will be no impact on human rights.</p>

		<p>on this group. The positive impacts will be evenly distributed across all protected characteristics.</p> <p>New housing supply is delivered across Glasgow to meet areas with identified need and demand. A key consideration is connectivity and access to effective active travel and transport options. This would include to places of worship.</p>		
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\* For reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

\*\* There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions used in the census is available [here](#).

## Summary of Protected Characteristics Most Impacted

Delivering the actions outlined in the LHS is likely to have a positive impact on all protected characteristic groups. Working with partners to achieve the actions highlighted in the action plan will positively impact all protected groups. Increasing the supply of good quality, affordable housing contributes towards reducing the effects of poverty and delivering positive outcomes relating to the action plan. Improving the supply of and access to affordable housing is a key intervention that will contribute towards alleviating housing pressures within the city. The protected characteristics of 'Age' and 'Disability' were identified as the most impacted. Based on consultation feedback on the draft LHS 2023 to 2028, received from targeted engagement and via the LHS Survey, the following key actions were included to enhance focus and delivery on housing to support people to live well and independently at home in the community:

- Develop research that considers potential designs/types of new build housing development and services that would support people to live independently
- Review the target for 10% wheelchair adaptable homes (in new developments of 20 units or more) engaging with key internal and external partners
- Undertake a review of the Glasgow Standard design specifications for accessibility engaging with key internal and external partners

The protected characteristic of race is likely to be significantly impacted as well. As highlighted, members of the BME community are more likely to experience poverty and multiple deprivation. Therefore, interventions such as increasing the supply of affordable housing and improving energy efficiency will have a more significant impact on this protected group.

## Summary of Socio Economic Impacts

Achieving the actions highlighted in the action plan will have a positive impact on Glasgow's citizens. There are not likely to be any negative socio-economic impacts by implementing the Local Housing Strategy. The strategy sets out the priorities and actions to address identified housing needs and demands, including: Increasing affordable housing; developing and implementing a Retrofit Programme; repurposing empty homes; delivering specialist housing; and delivering larger family sized housing. Achieving these actions and priorities will directly contribute to tackling poverty and deprivation within Glasgow.

## Summary of Human Rights Impacts

No adverse impact on human rights.

**4. OUTCOMES, ACTION & PUBLIC REPORTING**

<b>Screening Outcome</b>	<b>Yes /No Or / Not At This Stage</b>
Was a significant level of negative impact arising from the project, policy or strategy identified?	No
Does the project, policy or strategy require to be amended to have a positive impact?	No
Does a Full Impact Assessment need to be undertaken?	Not at this stage



<p style="text-align: center;"><b>Actions: Next Steps</b></p> <p style="text-align: center;">(i.e. is there a strategic group that can monitor any future actions)</p>		
Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
<p>LHS 2023 to 2028 to be approved.</p> <p>LHS Delivery Plan to be progressed and reviewed annually</p> <p>Engagement with equalities group to progress key actions identified in the LHS Delivery Plan</p> <p>Annual Monitoring Report submitted to Committee</p>	<p>Matt McNulty (Principal Officer, Housing Strategy) / Housing Strategy Group, NRS</p>	<p>May 2023</p> <p>2023/24</p> <p>2023/24</p> <p>2024</p>

## Public Reporting

All completed EQIA Screenings are required to be publically available on the [Council EQIA Webpage](#) once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See [EQIA Guidance](#): Pgs. 11-12)

## 5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

## Legislation

### Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law)
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: [Equality Act Guidance](#)

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: [Understanding Scottish Specific Public Sector Equality Duties](#)

### Fairer Scotland Duty

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](#)

### Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.