



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Review of sheltered housing, Rae's Close, Stromness
Service / service area responsible.	Housing Services
Name of person carrying out the assessment and contact details.	Frances Troup, Head of Housing, Homelessness and Schoolcare Accommodation Services Ext 2177 E-mail frances.troup@orkney.gov.uk
Date of assessment.	28 January 2019
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Existing

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	To undertake a review of sheltered housing thereby reducing the level of provision of housing support overnight in Rae's Close, Stromness and in turn reducing costs.
Is the function / policy / plan strategically important?	(Strategic plans include major investment plans, new strategic frameworks or plans such as annual budgets, locality plans or corporate plans).
State who is, or may be affected by this function / policy / plan, and how.	Residents of sheltered housing at Rae's Close, Stromness
How have stakeholders been	A consultation was undertaken to include

involved in the development of this function / policy / plan?	meetings with the residents of Rae's Close, Stromness and a survey for completion. Relevant agencies have also been included in the consultation and a report was considered by Orkney Health and Care's Committee in November 2018.
Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise. E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).	Research is underway nationally in respect of modern models of sheltered housing but this doesn't specifically focus on equalities. There is also research around housing with care which is not the same as sheltered housing.
Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise. E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Interim Guidance for Public Bodies for further information.	While there is general research into socio-economic disadvantage and older people this isn't specifically relevant to this proposal.
Could the function / policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).
1. Race: this includes ethnic or national groups, colour and nationality.	No not specifically. Clients may come from any group within society.
2. Sex: a man or a woman.	No not specifically. Clients may come from any group within society. Currently the gender split is an equal number of males to females.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No not specifically. Clients may come from any group within society.
4. Gender Reassignment: the process of transitioning from one gender to another.	No not specifically. Clients may come from any group within society.
5. Pregnancy and maternity.	No not specifically. Clients may come from any

	group within society.
6. Age: people of different ages.	Sheltered housing is aimed at people of retirement age and over so by default the impact would be on this bracket of society.
7. Religion or beliefs or none (atheists).	No not specifically. Clients may come from any group within society.
8. Caring responsibilities.	Carers may be impacted upon if they were registered as key holders through the community care alarm structure. If service users were to choose to direct call outs overnight to a key holder that was not the Responder service there may be an impact.
9. Care experienced.	No not specifically. Clients may come from any group within society.
10. Marriage and Civil Partnerships.	No not specifically. Clients may come from any group within society.
11. Disability: people with disabilities (whether registered or not).	While clients may come from any group within society, where a disability is pronounced other housing may be more suitable.
12. Socio-economic disadvantage.	While older people may be living on lower incomes than other groups within society, the proposals would not be directly relating to this.
13. Isles-proofing.	This is not an issue that is specifically isles related. Sheltered housing is only available on mainland Orkney.

3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	No. Given that sheltered housing is aimed at older people generally, any review would impact on that group accordingly.
How could you minimise or remove any potential negative impacts?	Consideration has been given to other support services who would potentially minimise any impacts by reporting the issue to Orkney Health and Care's Committee in November 2018. The outcomes are attached as an appendix to the report.
Do you have enough information to make a judgement? If no, what information do you require?	Yes

4. Conclusions and Planned Action

Is further work required?	Yes/No.
What action is to be taken?	N/A
Who will undertake it?	N/A
When will it be done?	N/A
How will it be monitored? (e.g. through service plans).	N/A

Signature:



Date: 28 January 2019

Name: Frances Troup

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Please sign and date this form, keep one copy and send a copy to HR and Performance. A Word version should also be emailed to HR and Performance at hrsupport@orkney.gov.uk