



City of Edinburgh Council Record of Equality and Rights Impact Assessment

Part 1: Background and Information

(a) Background Details

Please list ERIA background details:

**ERIA Title and Summary Description: Affordable Housing at Fountainbridge – HSCH
April 2016**

Service Area	Division	Head of Service	Service Area Reference No.
Place	Housing and Regeneration	Paul Lawrence	

(b) What is being impact assessed?

Describe the different policies or services (i.e. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

Policies and Services	Date ERIA commenced
21 Century Homes	February 2016

(c) ERIA Team

Please list all ERIA Team Members:

Name	Organisation / Service Area
Ruth Bradford	21 Century Homes, Housing and Regeneration, Place
Elaine Scott	21 Century Homes, Housing and Regeneration, Place
Ruth Lavery	Commissioning Officer, Communities and Families

Part 2: Evidence and Impact Assessment

(a) Evidence Base

Please record the evidence used to support the ERIA. Any identified evidence gaps can be recorded at [part 3a](#). Please allocate an abbreviation for each piece of evidence.

Evidence	Abbreviation
Officer Knowledge	OK
Results of Council Tenants Survey	CTS

(b) Rights Impact Assessment – Summary

Please describe all the identified enhancements and infringements of rights against the following ten areas of rights. Please also consider issues of poverty and health inequality within each area of rights:

- Life
- Health
- Physical security
- Legal security
- Education and learning
- Standard of living
- Productive and valued activities
- Individual, family and social life
- Identity, expression and respect
- Participation, influence and voice

Please indicate alongside each identified enhancement or infringement the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Summary of Enhancements of Rights

New council homes are delivered to Housing for Varying Needs (HfVN) standards and to current building regulations. These standards ensure features such as step free entrances and rooms designed to allow wheelchair turning with lower window positions. These features suit people with a variety of needs and have a positive impact on the health of those users that require these adaptations.

There will be a positive impact on issues of poverty as the additional council housing will increase the number of homes that clients on lower incomes can access.

New build homes are energy efficient and, therefore, less costly to heat. This is particularly beneficial for people on low and fixed incomes.

Summary of Infringement of Rights

Can these infringements be justified? Are they proportional?

(c) Equality Impact Assessment – Summary

Please consider all the protected characteristics when answering questions 1, 2 and 3 below. Please also consider the issues of poverty and health inequality within each protected characteristic:

- Age
- Disability
- Gender identity
- Marriage / civil partnership
- Pregnancy / maternity
- Race
- Religion / belief
- Sex
- Sexual orientation

1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts
Access to housing will be via the Council's housing allocation process and policies. These policies must meet regulations set out by the Scottish Housing Regulator and must be designed not to discriminate against individuals irrespective of age, disability, marriage or race.
Negative Impacts

2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (i.e. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts
New Council Homes are delivered to Housing for Varying Needs Standards and to current Building regulations as part of the Building Warrant approval process. These standards include features to suit individuals with varying needs such as step free entrances, Kitchen areas that allow wheelchair turning and lower window positions. Therefore there is a positive impact on the characteristics, age and disability, as there will be an opportunity for individuals with particular needs to access housing that is affordable. New homes are energy efficient which is particularly beneficial to people on low or fixed incomes.
New Council homes at Fountainbridge will be developed as part of a wider site that has been designed with a mix of tenure (flats and colony style housing) and also with a high quality public realm with the intention of creating places where people can mix and participate.
Negative Impacts

3. Please describe all the positive and negative impacts on the duty to foster good relations (i.e. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts
21 st Century Homes aims to create sustainable communities. The houses form part of a wider mixed tenure development. Health and Social care colleagues are advised regarding accessible homes that could meet the needs of vulnerable tenants, including those who may be delayed in hospital. The Council's housing allocation policy ensures that affordable housing is available to all.

Negative Impacts

Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

(a) Evidence Gaps

Please list all relevant evidence gaps and action to address identified gaps.

Evidence Gaps	Action to address gaps

(b) Recommendations

Please record SMART recommendations to

- (i) eliminate unlawful practice or infringements of absolute rights;
- (ii) justify identified infringements of rights; or
- (iii) mitigate identified negative equality impacts.

Recommendation	Responsibility of (name)	Timescale
Monitor allocations annually to ensure no discrimination to any particular group.		Annual

(c) Sign Off

I, the undersigned, am content that:

- (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base;
- (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights;
- (iii) the ERIA recommendations are proportionate and will be delivered;
- (iv) the results of the ERIA process have informed officer or member decision making;
- (v) that the record of ERIA has been published on the Council’s website / intranet, or
- (vi) that the ERIA record has been reviewed and re-published.

Date	Sign Off (print name and position)	Reason for Sign Off (please indicate which reason/s from list (i) to (vi) above)
17.02.16	Elaine Scott (21 st Century Homes Programme Manager)	(i) (ii) (iii) (iv)