

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Nominations Agreement – Housing Veterans Scotland
Completion Date	May 2022
Completed by	Gillian McCusker
Lead officer	Gillian McCusker

Type of Initiative:

Policy/Strategy

Programme/Plan	New
Project	New agreement
Service	Nominations Agreement for the allocation of Midlothian Housing Stock
Function	Other
Statement of Intent	

1. Briefly describe the policy/proposal you are assessing.

Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

Midlothian's Housing Allocation Policy sets out the policy which determines how all Midlothian Council's housing stock is let to housing applicants.

There are three key pieces of legislation which Registered Social Landlords must comply with when operating a Housing Allocation Policy, the Housing (Scotland) Acts of 1987, 2001 and 2014. The Housing (Scotland) Act 2014 requires that social landlords give reasonable preference to:

- People who are homeless or are threatened with homelessness and who have unmet housing needs;
- People who live in unsatisfactory housing conditions and who have unmet housing needs; and
- Social housing tenants who are considered to be under-occupying their home.

Midlothian Council has existing nominations agreements in place with other organisations, namely Women's Aid, and National Housing Project. This allows flexibility within the policy to support some of Midlothian's most vulnerable households. Midlothian has been approached by Veterans Housing Scotland to provide a small number of properties to veterans in Midlothian as part of a new nominations agreement. A number of neighbouring authorities currently participate in a similar scheme.

What will change as a result of this policy?

The nominations agreements will remove 2 Council properties per year from the existing letting pool.

These properties will be ring fenced to veterans who will be identified by Veterans Housing Scotland under the nominations agreement.

2. Do I need to undertake a Combined Impact Assessment?

High Relevance	Yes/no
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The policy/ proposal has consequences for or affects people	Yes
The policy/proposal has potential to make a significant impact on equality	No
The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	No
The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	
The policy/proposal has little relevance to equality	No
The policy/proposal has negligible impact on the economy	Yes
The policy/proposal has no/ minimal impact on the environment	Yes
<p>If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.</p> <p>N/A</p> <p>If you have answered yes to high relevance above, please proceed to complete the Integrated Impact Assessment.</p>	

3. What information/data/ consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
Data on populations in need	- The need for social rented housing in Midlothian continues to grow with over 4000 applicants on the Housing List.
Data on service uptake/access	- A range of data is published on lettings analysis and equalities groups. Which provide information on who is accessing services and those groups potentially not aware of how to access services due to low levels of uptake being identified.
Data on quality/outcomes	- Regular Tenant Satisfaction Surveys are conducted and published and Reports on Data

	Indicators are published. This provides information areas of satisfaction levels and areas for future improvement.
Research/literature evidence	- Periodic Housing Need and Demand Assessments are undertaken for Midlothian and the SESplan Area. This information allows the service to respond and plan its services for the future needs of the community.
Service user experience information	<ul style="list-style-type: none"> - Consultation Report published. - Midlothian Tenant Panel involved in consultation process. - This information allows the service to respond and plan its services for the future needs of the community.
Consultation and involvement findings	This information allows the service to respond and plan its services for the future needs of the community.
Good practice guidelines	<ul style="list-style-type: none"> - Scottish Government Code of Practice sets out key features of the Allocation Policy. - Supporting documents - Social housing allocations in Scotland: practice guide - gov.scot
Other (please specify)	N/A
Is any further information required? How will you gather this?	N/A

4. How does the policy meet the different needs of and impact on groups in the community?

Equality Groups	Comments – positive/ negative impact
Older people, people in the middle years,	Older people are often able to access specifically for their needs such as extra care and amenity housing. The nominations agreement will

	have a positive impact on this group.
Young people and children	It is recognised that the allocation of social rented housing can alleviate instances of child poverty as household expenditure is often reduced for families moving into accommodation. In addition, children and young people may be given additional priority if they have medical needs or to help alleviate poor housing circumstances such as overcrowding. The nominations agreement will have a positive impact on this group.
Women, men and transgender people (includes issues relating to pregnancy and maternity)	The Councils Housing Allocation accords with Equally Safe: Scotland's Strategy to prevent and eradicate violence against women and girls to ensure housing interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people. The nominations agreement will have a positive impact on this group.
Disabled people (included physical disability; learning disability; sensory Impairment; long term medical conditions; mental health problem)	The Housing Service develops and maintains housing stock which caters for a wide range of health needs. Applicants with medical needs are given additional priority if moving to another property would be better suited to their needs. The nominations agreement will have a positive impact on this group.
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English)	The nominations agreement works upon a groups and points system and will allocate points based on individual

	circumstances and not on the basis of ethnicity.
Refugees and asylum seekers	Specific legislation relates to housing allocations to refugees and asylum seekers.
People with different religions or beliefs (included people with no religion or belief.	The nominations agreement will ensure properties are allocated based on individual circumstances and not on the basis of religious belief.
Lesbian; gay bisexual and heterosexual people	The nominations agreement will ensure properties are allocated based on individual circumstances and not on the basis of sexual orientation.
People who are unmarried; married or in a civil partnership	The nominations agreement will ensure properties are allocated based on individual circumstances and not on the basis of marital status.
Those vulnerable to falling into poverty	
Unemployed	Income is not taken into account as part of the nominations agreement
People on Benefits	
Single Parents and vulnerable families	The nominations agreement will ensure properties are allocated based on individual circumstances and not on the basis of the groups noted here.
Pensioners	
Looked after Children	
Those leaving care settings ((including children and young people and those with illness)	
Homeless People	Given the low level of properties being provided as part of this nominations agreement it is not considered this will have a significant impact on outcomes for homeless applicants.

	The nominations agreement will provide a direct route potentially away from homelessness for a small number of veterans and will have a positive impact on this group.
Carers (including young carers)	The nominations agreement will prioritise households who have difficult housing circumstances and potentially living in/or at risk of poverty. The nominations agreement will have a positive impact on this group.
Those involved in the criminal justice system	
Those living in the most deprived communities (bottom 20% SIMD areas)	
People misusing services	Fraudulent information could lead to a tenancy being terminated.
People with low literacy/numeracy	Housing support will be provided by Housing Veterans Scotland to households who need this to live independently.
Others e.g. veterans, students	Specific measures support veterans who are given priority for housing.
Geographical Communities	
Rural/ semi-rural Communities	Most social rented housing is not located in rural or semi rural communities in Midlothian. nominations will not be specific to rural or semi-rural communities and will be based on the availability and suitability of stock.
Urban Communities	Most social rented housing is located in urban communities in Midlothian nominations will not be specific to urban communities and will be based on the availability and suitability

	of stock
Costal Communities	N/A

5. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

Not applicable

6. Is any part of this policy/ service to be carried out wholly or partly by contractors?

If yes, how have you included equality and human rights considerations into the contract?

Nominations will be made by Veterans Housing Scotland. Considerations on equalities have been included in the contract agreement.

7. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

Veterans Housing Scotland will ensure via their communication channels that veterans accessing their services are aware of the nomination opportunities. Which will include alternative formats if required.

8. Please consider how your policy will impact on each of the following?

Objectives Equality and Human Rights	Comments
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	The Nominations Agreement should lead to an increase in available lets to Veterans
Promotes good relations within and between people with protected characteristics and tackles harassment	There are specific points with the Councils overarching Allocations Policy to equality groups if they are victimised

	or harassed.
Promotes participation, inclusion, dignity and self- control over decisions	Applicants will be aware of the specific property for which the nomination relates. They will be consulted on their suitability and provided with full information on the property and how it meets their needs before any decision is required by the applicant.
Builds family support networks, resilience and community capacity	Additional points can be awarded in order to provide or receive support.
Reduces crime and fear of crime	The overarching housing allocation policy promotes safer, sustainable communities.
Promotes healthier lifestyles including Diet and nutrition Sexual Health Substance Misuse Exercise and physical activity Life Skills	Poor housing conditions, including homelessness, are linked to poorer health circumstances for households. Housing provided by the Council would be of good condition and on a permanent basis.
Environmental	
Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	N/A
Plan for future climate change	N/A
Pollution: air/ water/ soil/ noise	N/A
Protect coastal and inland waters	N/A
Enhance biodiversity	N/A
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	N/A
Reduce need to travel / promote sustainable forms or transport	N/A
Improves the physical environment e.g. housing quality, public and green space	N/A
Economic	
Maximises income and /or reduces income inequality	Income is maximised for many tenants who pay the lower housing costs as a result of being allocated a tenancy.

Helps young people into positive destinations	Access to suitable housing can improve health, wellbeing and employment prospects.
Supports local business	N/A
Helps people to access jobs (both paid and unpaid)	N/A
Improving literacy and numeracy	N/A
Improves working conditions, including equal pay	N/A
Improves local employment opportunities	N/A

9. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005?

N/A

10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person

11. Sign off by Chief Officer

Signature

Name

Date