

# **Glasgow's Housing Strategy 2017-2022**

## **Equalities Impact Assessment**

### **Introduction**

Glasgow City Council is developing its 2017-22 Local Housing Strategy (LHS) which explains the strategic themes and priorities the Council will pursue. This is a mandatory requirement for all councils as per The Housing Scotland Act 2001.

The Equality Act (2010) introduced an 'Equality Duty' on the public sector which requires public bodies to demonstrate how they have paid due regard to the nine protected characteristics of age, disability, sex, gender reassignment, sexual orientation, race, pregnancy and maternity, marriage and civil partnership, and religion or belief, when considering the formation of policies. Public authorities must pay due regard for the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

### **Context of the Local Housing Strategy**

The LHS covers multiple areas including Homelessness, Fuel Poverty, House Condition and Housing Supply. This feeds into the corporate objectives of improving health and wellbeing, regeneration and supporting the economy.

### **Methodology**

The Glasgow Housing Strategy 2017 – 2022 has been reviewed to consider the likely impacts (if any) on each of the nine protected groups in the Equality Act 2010. The strategy sets out actions it intends to pursue in relation to each of its strategic priorities. These actions have been reviewed to ensure they do not negate the Equality Act 2010. The positive or negative impacts derived from the actions set out in the strategy have been discussed under the 'key impacts' section.

### **Demographics and Equalities Groups in Glasgow**

This section of the report provides baseline information about Glasgow. The information relates to the nine protected groups referenced in the Equality Act 2010.

#### **Disability**

The number of working age adults in Glasgow who have a disability currently stands at 24.3%. This is the highest percentage in Scotland when compared to other cities. It is also 4% higher than the Scottish average of 20%. The percentage of elderly people living with a disability is significantly higher at 64%. While higher disability rates amongst the elderly is to be expected, Glasgow still had the highest percentage of elderly disabled people in comparison to other Scottish cities.

By 2030 the Scottish Government predicts there will be 600,000 adults aged over 75. This will have a significant effect on the type of housing required as more houses will have to be suitably adapted for disabled people.

#### **Race**

The ethnic minority composition of Glasgow has increased significantly in the past 20 years. Between 1991 and 2011 the non-white population of Glasgow increased by nearly four times. The percentage of non-white residents in Glasgow in 2011 was 12%, whereas the percentage of non-white residents in Scotland in general was only 4%.

Glasgow is also predicted to retain a proportionately larger share of non-white residents over the next 20 years. Scotland's share is predicted to reach 7% by 2031, whereas Glasgow's share will likely reach 19% of residents.

### **Gender Reassignment**

There is very little baseline information available regarding gender reassignment in Glasgow. The Gender Identity Research and Education Society (GIREs) highlight that most people experiencing any form of gender variance do not want to be detected. The policies pursued in the 2017-2022 housing strategy do not directly or indirectly affect this protected group.

### **Sex**

The population of Scotland currently stands at 5,424,800, with females making up (51.3%) and males making up (48.7%). This is reflected in the population of Glasgow, with females making up 51.2% of the population, while males make up 48.7%. The 25 – 44 category makes up the majority of the population for both sexes in Glasgow and stands at 205,765.

The life expectancy for females living in Glasgow is 78.8 years while male life expectancy is 73.4 years. Life expectancy for both sexes in Glasgow has improved over time, however it still falls short of life expectancy for Scotland as a whole. Life expectancy for females in Scotland is 88.1 years, while males are expected to live to years.

### **Age**

The total population of Glasgow is estimated to be 606,340. Glasgow is a relatively youthful city with 23.9% of its residents aged between 16 and 29. However, the largest projected increase in population is the 60 to 74 category. People aged 60 and over currently make up 18.5% of the city. This figure is set to rise over the next 25 years as more residents move into the 60 to 74 category at a greater pace.

### **Marriage and Civil Partnership**

There were 2,457 marriages in Glasgow in 2017. This represents the 3<sup>rd</sup> highest number of marriages by council area in Scotland. However, the total number of marriages in Glasgow dropped by 3.9% when compared to 2016 figures. Marriages in Scotland as a whole fell by 2.7%.

In 2017 Glasgow had 15 civil partnerships, which represents the 2<sup>nd</sup> highest number of civil partnerships in Scotland out of the 32 councils. The number of civil partnerships in Glasgow remained the same when compared to 2016 figures. There were 70 civil partnerships in the whole of Scotland 2017, which is the same number as 2016.

### **Sexual Orientation**

The Scottish Surveys Core Questions 2016 (SSCQ) suggests that 2.2% of the Scottish population is lesbian, gay, bisexual, or other sexual orientation (LGB), while 95.3% identify as heterosexual. In general, the 16-24 population were most likely to identify as gay or lesbian when compared to other age categories. People that identified as LGB were more likely to suffer poorer health, have higher rates of long term health conditions and have lower mental wellbeing scores when compared with heterosexuals.

### **Pregnancy and Maternity**

The total number of births in Scotland 2017 was 52,861. This was the lowest figure since 2003 and 3% less than 2016. In Glasgow there were 6,852 births which represented a 0.3% increase on the 2016 figure.

The standardised birth rate gives a clearer picture of birth rate by administrative area. Scotland has a rate of 9.7 births per 1000 population. In Glasgow the rate is lower than the national average at 8.3 per 1000 population. Adjusted for population and area, Glasgow would be expected to have a rate of 11 births per 1000 population. This highlights that Glasgow is experiencing less births than expected for a city of its population density and size.

### **Religion or Belief**

The 2011 census highlighted that 54.4% of the city said Christianity was their religion. This was down from the 2001 census which showed that 65% of Glaswegians considered Christianity to be their religion. The 2011 census also highlighted that the 'No Religion' category had increased from nearly 25% in 2001 to 31% in 2011. The Muslim population of Scotland in 2001 stood at 42,557 (0.9%) people. In 2011 it had increased to 76,737 (1.4%). Glasgow has historically had the highest percentage of Muslims in Scotland. In 2011 the population stood at 17,792 (3.08%), whereas in 2011 the population had grown to 32,117 (5.4%)

### **Key Impacts**

The Local Housing Strategy (LHS) has identified two overarching themes and six strategic priorities that are intended to address housing issues throughout Glasgow City Council's administrative area:

#### **Themes:**

- Increasing the supply and improving the quality of housing available to Glasgow's people.
- Improving access to appropriate housing for Glasgow's people.

#### **Strategic Priorities:**

- Promote area regeneration and enable investment in new build housing.
- Manage, maintain and improve the existing housing stock.
- Raise standards in the private rented sector.
- Tackle fuel poverty, energy inefficiency and climate change.
- Improve access to housing across all tenures.
- Promote health and wellbeing.

The actions embedded within each of the strategic priorities has been reviewed in order to understand the positive or negative effects these could have on protected groups.

### **Promote area regeneration and enable investment in new build housing stock**

The Local Housing Strategy highlights the intention for Housing Associations to continue to provide training and job opportunities for local people. The opportunities for apprentices to gain experience from regenerating their local area will have a positive impact on young people seeking employment as the 16-24 category have the highest unemployment rate of all age groups. The youth unemployment rate in Scotland is 9.8% which is more than twice the average unemployment rate. This policy will not only employ young people for the duration of the project, but will also provide them with softer skills which will enable them to successfully gain employment in the future.

### **Manage, maintain and improve the existing housing stock**

The LHS intends to raise the standard of the private rented sector to bring it in line with standards in the social rented sector. Standards in the latter are generally higher than the former. This will have a positive impact for ethnic minorities who are more likely to reside in the private rented sector. Research from the Scottish Government highlights that ethnic minorities are more likely to live in overcrowded housing. The effort to improve standards in the private rented sector will therefore impact disproportionately on this group in a positive way.

The Glasgow Care and Repair Service will have a positive impact on elderly residents and people with disabilities. The service aims to assist residents (who do not live with any adult family members) to carry out repairs to their property. This service will have a positive impact on these groups as two thirds of older Scots live by themselves, which could potentially cut them off from society and transport services.

### **Raise Management Standards in the Private Rented Sector**

The private rented sector represents 20% of the housing stock in Glasgow. Demand for housing in the private rented sector has increased by 124.3% since 2001, which highlights the importance of high management standards. However, as house prices have increased wages have stagnated, resulting in many young people being priced out of buying a property and instead having to turn to the private rented sector. The increase in management standards in the private rented sector will therefore have a positive effect on young people as they are more likely to be living in this type of housing.

Enhanced Enforcement Areas (EEA) were introduced in 4 tenement blocks in Govanhill to tackle private landlords who were displaying poor behaviours such as exploiting tenants. EEAs allow the council to use new powers to challenge poor landlords and require them to make changes to the property in order to bring it in line with current standards. This will have a positive impact on all protected groups.

However, it will have a particular effect on ethnic minorities as the most recent census data highlights that over 33% of residents in Govanhill are immigrants. The EEA has been extended from 4 tenement blocks to 14, which will help ensure that ethnic minorities are protected against poor landlords. The first EEA was a success as only 21 properties met the housing standard on first inspection, however, on the second inspection 175 properties met the standard. The EEA will therefore have a positive impact on this group.

### **Tackle Fuel Poverty, Energy Efficiency and Climate Change**

The Affordable Warmth Dividend will have a positive impact on elderly residents over 80 years of age. The council's decision to make a payment of £100 to elderly residents will have a significant impact, as this group makes up over 40% of those in fuel poverty. This payment will therefore help elderly residents mitigate the cost of their fuel bills.

Home Energy Efficiency Programme Scotland (HEEPS) will also assist the elderly as Glasgow City Council has been awarded £23.72m to improve energy efficiency for home owners. Older residents are more likely to own their own home, therefore, this action will positively benefit them more than other group.

### **Improve access to housing across all tenures**

The Low Cost Initiative for First Time Buyers (LIFT Scheme) is a scheme designed to assist groups who may otherwise struggle to get on the housing ladder. The scheme operates on a shared equity basis which allows a resident to secure a property with around 60-80% equity in the house. This scheme will have a positive impact on disabled people as there is a 40% gap in employment rates between disabled and non-disabled people. Therefore disabled people may find it harder to raise the finance necessary to buy a house without the LIFT scheme.

The Home2Fit service will generally have a positive effect on disabled people as it will assist them in finding suitable housing wherever they live in Scotland. However, figures show that in 2016 - 25% of disabled people had never used the internet. The Home2Fit scheme is only available via the internet which risks alienating those who can't get online. Opportunities to secure a suitable house may be lost as the individual may not have access to the internet. Therefore, this will need to be reviewed to mitigate any unfairness between those that have internet access and those that do not.

The development of a resource to assist lone parent families will have a significant impact on women as they make up 92% of lone parents. Therefore, they will be more impacted by the information and support provided. This is a positive outcome mainly for female lone parents as it will provide them with the means to navigate their specific welfare rights and provide clarity over their entitlements.