

# 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 Housing Contribution Statement 2023-2026

The Housing Contribution Statement forms part of Glasgow City Integration Joint Board's Strategic Plan for Health and Social Care 2023-2026.

b) Reason for Change in Policy or Policy Development

The Housing Contribution Statement (HCS) is a key part of the Glasgow City Integration Joint Board's (IJB) Strategic Plan for Health and Social Care. The IJB is the decision-making body of the Glasgow City Health and Social Care Partnership (GCHSCP). As part of the Public Bodies (Joint Working) (Scotland) Act 2014, there is a legislative requirement for a HCS to be developed as part of the IJB's Strategic Plan for Health and Social Care.

The HCS was developed through a range of engagement activities with partners. Data was gathered to identify the challenges and opportunities towards meeting the priorities outlined in the IJB's Strategic Plan for Health and Social Care. The HCS sets out a plan to meet the housing, health and social care needs of Glasgow's citizens during the short and medium terms. The significant contribution provided by the Glasgow's housing sector towards improving the health and wellbeing of Glasgow's citizens is also outlined within the document.

The reason for the policy is to fulfil the statutory obligation set out in the Public Bodies (Joint Working) (Scotland) Act 2014 to develop a Housing Contribution Statement when the IJB updates a new Strategic Plan.

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

### **Strategic Housing, Health and Social Care Challenges**

- Meeting the housing, health and social care needs of Glasgow's citizens including:
  - Older people
  - Children, young adults and families
  - People that have learning disabilities
  - People that have Physical disabilities
  - People that have poor mental health
  - People that experience domestic abuse
  - Meeting homelessness, health and social care requirements through the supply of available social housing
- Preventing and responding to homelessness including:
  - Meeting the housing needs of homeless households
  - Preventing homelessness
  - Health and homelessness
  - Having access to a sufficient supply of temporary accommodation
- Tackling deprivation and the Cost-of-Living Crisis
- Recovering from the Covid-19 pandemic
- Meeting the housing, health and social care needs of asylum seekers and refugees living in Glasgow
- The Proposed Implementation of a National Care Service in Scotland
- The provision of funding and resources to meet the housing, health and social care needs of Glasgow's citizens

These challenges were informed by engagement that focussed on identifying housing, health and social care challenges and opportunities for the following groups:

- Housing need
- Homelessness
- Older people
- Children, young adults and families
- Physical and learning disabilities
- Mental health
- People with complex needs
- Maximising independence
- Criminal justice

- Carers

**Integration Joint Board Partnership Priorities**

- Prevention, early intervention and well-being
- Supporting greater self-determination and informed choice
- Supporting people in their communities
- Strengthening communities to reduce harm
- A healthy, valued and supported workforce
- Building a sustainable future

**Housing's Contribution**

- Deliver Glasgow's Affordable Housing Supply Programme
- Invest in maintaining and improving existing housing including reducing the number of long-term empty homes.
- Provide Funding and Deliver Adaptations to Housing
- Deliver Glasgow's Rapid Rehousing Transition Plan
- Implement Glasgow's Digital Housing Strategy
- Prepare Housing Research and Develop Policy
- Provide Housing to People Engaging with Services Provided by Glasgow City Health and Social Care Partnership
- Provide Housing Options Advice
- Provide Housing and Support to Asylum Seekers and Refugees
- Support People who Experience Domestic Abuse
- Provide Wider Role Services to Tenants and Communities
- Ensure the Efficient and Effective Delivery of Housing, Health and Social Care Services
- Monitor and Respond to the Proposed Implementation of a National Care Service

The Contributions identified above will be monitored and implemented by Glasgow's Housing Health and Social Care Group.

The membership of the group is composed of the following partners:

- GCC NRS – Housing Strategy (Chair)
- GCHSCP – Planning, Accommodation and Development
- GCHSCP – Children and Families
- GCHSCP – Older People
- GCHSCP – Maximising Independence

- GCHSCP – Adult Services
- GCHSCP – Health and Homelessness
- GCHSCP – Business Development
- Glasgow and West of Scotland Forum of Housing Associations
- Queens Cross Housing Association
- Shettleston Housing Association
- Wheatley Homes Glasgow
- Glasgow City for the Voluntary Sector

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

Chris Gray Housing and Regeneration Assistant (Housing Strategy – Neighbourhoods, Regeneration and Sustainability)

e) Assessment Verified by (signed and date)

Paul Wood Group Manager (Housing Strategy Group – Neighbourhoods, Regeneration and Sustainability)

## 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 and reviewed Local and National strategies, which informed the development of the HCS. These include: The Scottish Government’s Housing Advice Note 2015, Housing to 2040, National Care Review, Glasgow City’s Integration Joint Board (IJB) Strategic Plan for Health and Social Care, Glasgow City Council’s Strategic Plan, Glasgow’s current Housing Strategy (17-22) and emerging Housing Strategy (23-28), Glasgow’s</li> </ul>	<p>All</p> <p>There are 61 RSLs operating in Glasgow that provide housing for 112,000 households that live in the city. Social rented housing owned by RSLs account for 35% of Glasgow’s housing stock. RSLs provide a range of non-housing services that support the delivery of health and social care services and outcomes.</p> <p>NRS interviewed housing, health and</p>	<p>NRS officers developed the Housing Contribution Statement in partnership with colleagues on Glasgow’s Housing, Health and Social Care Group.</p> <p>NRS officers engaged with partners using a pre-consultation questionnaire in order to assist with the development of the HCS. The questions used to develop the HCS were issued in partnership with the IJB’s</p>

<p>Strategic Housing Investment Plan, Glasgow's Social Care Housing Investment Priorities 22-27, Glasgow City Partnership Joint Protocol Housing Solutions and Adaptations, Glasgow's Rapid Rehousing Transition Plan, Glasgow's Integrated Children's Service Plan and The GCHSCP Carer Strategy 2022-2025.</p> <p>Engagement &amp; Consultation</p> <ul style="list-style-type: none"> <li>- Meetings with RSLs (Blackwood Homes and Care, GWSF, Shettleston HA, Queens Cross HA, Linthouse HA, Parkhead HA, Thenu HA).</li> <li>- Engagement with Wheatley Homes Glasgow.</li> <li>- Meetings with GCHSCP Services (Children and Families Services, Homelessness and Complex Needs, Housing Options for Older People, Housing First, Maximising Independence, Adult and Older People's Services, Planning, Accommodation and Development, Technology Enabled Care, Health, Housing and Homelessness.</li> <li>- Meeting with NRS Private Sector Housing Colleagues.</li> <li>- Meetings with Glasgow's Housing, Health and Social Care Group.</li> <li>- Received detailed consultation results from Wheatley Group.</li> <li>- Engaged with IJB strategic Plan to ensure alignment.</li> <li>- Engaged with Glasgow's Housing, Health and Social Care Group on consultation.</li> <li>- Pre-Consultation.</li> <li>- Consultation Process.</li> </ul>	<p>social care partners. The interviews focussed on identifying and discussing issues that Glasgow's housing sector is experiencing including health and social care issues. Opportunities were also identified and discussed. The data gathered from the interviews has been used to inform the HCS.</p> <p>NRS carried out 2 consultation programmes (during March/April 2022 and between August and November 2022) and the activities were used to inform the development of the HCS. Surveys were issued to RSLs, GCHSCP Services, the third sector, NRS Services. Surveys were also available for the public to complete online. Both consultations and surveys were publicised through the Council's media networks. These included the Council's various social media platforms.</p> <p>NRS officers contacted all RSLs in Glasgow, Health and Social Care partners, Glasgow West of Scotland Forum of Housing Associations, third sector organisations and those with lived experience to provide feedback.</p> <p>All</p> <p>Presentations and discussions were centred around users of housing, health and social care services. Showcasing innovative housing solutions and facilitating discussion between sectors</p>	<p>pre-consultation on the Strategic Plan, furthering the effective partnership working approach.</p> <p>The draft questions issued to partners were:</p> <ul style="list-style-type: none"> <li>• Please provide the name of the organisation responding to the survey?</li> <li>• What are the health and social care challenges relating to housing in Glasgow?</li> <li>• What changes (if any) are required to meet the housing, health and social care needs of Glasgow's citizens going forward?</li> <li>• What types of particular needs housing provision and services are needed to meet the needs of Glasgow's citizens? Please consider any new provision that should be delivered.</li> <li>• Are there any changes to policy or service delivery that are required to how housing, health and social care sectors work together to maximise peoples' independence?</li> <li>• How can we improve engagement and RSL participation in informing health and social care provision?</li> </ul> <p>Following the feedback received from the initial questions, NRS officers developed the draft HCS. The draft HCS was available for consultation between 19<sup>th</sup> August until 30<sup>th</sup> November 2022.</p>
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<p>NRS held a Housing, Health and Social Care event and a wide range of stakeholders attended</p> <p>During the event, there were presentations and discussion from:</p> <ul style="list-style-type: none"> <li>- NRS</li> <li>- GCHSCP</li> <li>- Housing Options for Older People</li> <li>- Technology and Supporting Independent Living</li> <li>- Young People Leaving Care</li> <li>- Tenancy Sustainment and Active Ageing</li> <li>- Housing First</li> <li>- Delivering Positive Health Outcomes for Older and Younger People</li> </ul>	<p>highlighted areas of shared interest and focus. Feedback was received from groups representing people with protected characteristics and individuals with protected characteristics.</p>	<p>A survey was available for stakeholders to complete and a summary of the questions is outlined below:</p> <p>Main Outcomes:</p> <p>The consultation was centred around the following questions:</p> <ol style="list-style-type: none"> <li>1. Are you an organisation or individual?             <ol style="list-style-type: none"> <li>a. Organisation name</li> </ol> </li> <li>2. Does the Housing Contribution Statement accurately capture the housing, health and social care needs of Glasgow's citizens?             <ol style="list-style-type: none"> <li>a. Yes</li> <li>b. No (If not, what comments would you like to provide)</li> </ol> </li> <li>3. Do you agree with the challenges outlined in the Draft Housing Contribution Statement?             <ol style="list-style-type: none"> <li>a. Yes</li> <li>b. No (If not, what comments would you like to provide)</li> </ol> </li> <li>4. Do you agree with the contributions outlined in the Housing Contribution section of the Statement?             <ol style="list-style-type: none"> <li>a. Yes</li> <li>b. No (If not, what comments would you like to provide)</li> </ol> </li> <li>5. Is there any other information that should be included in the Housing Contribution Statement?</li> </ol> <p>The survey was designed to gather data and views that were used to inform the</p>
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		<p>needs, challenges and contributions that are identified in the HCS.</p> <p>The consultation was issued to RSLs, GCHSCP Services, NRS Services, Third sector and people with lived experience.</p> <p>A copy of the HCS and survey was available on a dedicated project webpage. The documents were also available on the IJB's Strategic Plan consultation webpage.</p> <p>The consultation feedback from all stakeholders informed the final version of the Housing Contribution Statement.</p> <p><u>Housing, Health and Social Care Event</u></p> <p>NRS officers facilitated an event for Glasgow's Housing, Health and Social Care Sector during October 2022. The purpose of the event was to outline both the HCS and Strategic Plan and provide a range of housing, health and social care presentations to stakeholders.</p> <p>There were attendees from a wide array of sectors including:</p> <ul style="list-style-type: none"><li>• Glasgow City Council Services</li><li>• RSLs</li><li>• GCHSCP Services</li><li>• Third Sector Partners</li><li>• Tenants with lived experience</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>The HCS will have a positive impact on this group. The HCS covers multiple areas within Housing, Health and Social Care and groups with protected characteristics. Actions highlighted in the strategy will likely have a positive impact on this group. The HCS outlines a range of challenges that relate to housing, health and social care in Glasgow.</p> <p>The contributions/actions in the HCS will assist in alleviating issues faced by men, women and transgender people.</p> <p>Various contributions/actions</p>	No negative impact is perceived.	<p>Contributions/actions outlined in the strategy will assist in alleviating housing, health and social care issues.</p> <p>The HCS will be used by GCC/GCHSCP and others to develop partnership working, share knowledge and identify priority areas for housing, health and social care service to work towards delivering services and projects. The actions are likely to have a positive socio-economic impact.</p>

		<p>that are outlined in the HCS will assist in alleviating poverty and improve the health and wellbeing of all people looking to live in or already living in social housing. The delivery of the AHSP will also increase choice for those living that require access to affordable housing.</p>		
	<p>Men</p>	<p>The HCS will have a positive impact on this group. The HCS covers multiple areas within Housing, Health and Social Care and groups with protected characteristics. Actions highlighted in the strategy will likely have a positive impact on this group. The HCS outlines a range of challenges that relate to housing, health and social care in Glasgow.</p> <p>The contributions/actions in the HCS will assist in alleviating issues faced by men, women and transgender people.</p>	<p>No negative impact is perceived.</p>	<p>As above.</p>

		<p>Various contributions/actions that are outlined in the HCS will assist in alleviating poverty and improve the health and wellbeing of all people looking to live in or already living in social housing. The delivery of the AHSP will also increase choice for those living that require access to affordable housing.</p>		
	<p>Transgender</p>	<p>The HCS will have a positive impact on this group. The HCS covers multiple areas within Housing, Health and Social Care and groups with protected characteristics. Actions highlighted in the strategy will likely have a positive impact on this group. The HCS outlines a range of challenges that relate to housing, health and social care in Glasgow.</p> <p>The contributions in the HCS will assist in alleviating issues faced</p>	<p>No negative impact is perceived.</p>	<p>As above.</p>

		<p>by men, women and transgender people.</p> <p>Various contributions that are outlined in the HCS will assist in alleviating poverty and improve the health and wellbeing of all people looking to live in or already living in social housing. The delivery of the AHSP will also increase choice for those living that require access to affordable housing.</p>		
<p><b>RACE*</b></p>	<p>White</p>	<p>The HCS will have a positive impact in delivering housing, health and social care services for all races. The strategy does not contain specific actions relating to race, however, all people have been considered during the development of the HCS.</p> <p>The actions highlighted in the 'Housing's Contribution' section will likely have a positive impact for this group.</p>	<p>No negative impact is perceived.</p>	<p>As above.</p>

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<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>	Mixed or Multiple Ethnic Groups	As above	No negative impact is perceived.	As above.
	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>The HCS will have a positive impact for this group. The contributions highlighted in the HCS demonstrate the positive impact that the housing sector will have in improving the lives of people with physical disabilities.</p> <p>GCC and RSLs continue to deliver Glasgow's Affordable Housing Supply Programme and there is a commitment to develop new particular needs housing. This will have a positive impact on this group. Providing funding to adapting housing will also have a</p>	No negative impact is perceived.	As above.

		<p>positive impact on this group as it will support people to live independently in their homes for longer.</p>		
<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>The HCS will have a positive impact for people with sensory impairment. GCC and RSLs will continue to deliver Glasgow's Affordable Housing Supply Programme with a commitment to developing particular needs housing. This will have a positive impact on this group.</p> <p>Providing funding and adapting housing will also have a positive impact on this group as it will support people to live independently in their homes.</p> <p>Providing housing to people engaging with services provided by GCHSCP will also assist this group as they will be able to liaise with RSLs to explore ways to improve their housing situation.</p>	<p>No negative impact is perceived.</p>	<p>As above.</p>

	Mental Health	<p>The HCS will have a positive impact to improving the mental health of people. GCC and RSLs will continue to deliver Glasgow's Affordable Housing Supply Programme with a commitment to developing particular needs housing. This will have a positive impact on this group.</p> <p>Providing housing to people engaging with services provided by GCHSCP will contribute positively. The HCS sets out a range of contributions (for example Glasgow's Housing First Programme) that deliver services and housing that improve people's mental health.</p>	No negative impact is perceived.	As above.
	Learning Disability	<p>The HCS will have a positive impact for this group. Continuing to deliver Glasgow's Affordable Housing Supply Programme with a commitment to continue to develop</p>	No negative impact is perceived.	As above.



		<p>particular needs housing will have a positive impact on this group. Providing housing to people engaging with services provided by GCHSCP will also assist this group as they will be able to liaise with RSLs to improve their housing situation.</p> <p>The HCS highlights that the GCHSCP have identified meeting the needs of people with learning disabilities as a priority. This will allow effective partnership working to develop the correct specialist housing is developed.</p>		
<p><b>LGBT</b></p>	<p>Lesbians</p>	<p>The HCS will have a positive impact for this group.</p> <p>The strategy does not contain specific actions relating to LGBT, however, all groups with protected characteristics will likely benefit from the actions/contributions outlined in the HCS.</p>	<p>No negative impact is perceived.</p>	<p>As above.</p>

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	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>The HCS will have a positive impact for this group.</p> <p>Glasgow's older population is forecast to increase and there is a need to consider how services and housing are provided going forward. The HCS outlines a range of contributions that relate to the provision of housing and services for older people. For example, the Housing Options for Older People (HOOP) Service demonstrates a transitional approach to support older people and explore options to improve their housing. This approach assists in meeting the housing needs of older people.</p> <p>The HCS identifies providing Housing Options advice as one</p>	No negative impact is perceived.	As above.

		<p>of the priorities in the document.</p> <p>The HCS also outlines the provision of funding and delivering adaptations to housing as a priority. This will have a positive impact on older people who need adaptations carried out in their home and maintain their independence.</p>		
	<p>Younger People (16-25)</p>	<p>The HCS will have a positive impact for this group.</p> <p>The HCS outlines that there is likely to be an increase in the number of young people requiring high level of care support in the short and medium term.</p> <p>The HCS also outlines that housing is required to meet the needs of people engaging with services provided by GCHSCP.</p> <p>Continuing to deliver Glasgow's Affordable</p>	<p>No negative impact is perceived.</p>	<p>As above.</p>

		<p>Housing Supply Programme with a commitment to continue to develop particular needs housing will have a positive impact on this group.</p>		
	<p>Children (0-16)</p>	<p>The HCS will have a positive impact for this group.</p> <p>The HCS outlines that there were 2,825 children in temporary accommodation (March 2022). There were 440 households that lived in temporary accommodation and had 3 or more children (March 2022).</p> <p>The HCS outlines that there are challenges in relation to providing family housing in Glasgow.</p> <p>Within the HCS, actions (such as delivering the AHSP and working with RSLs to improve access to family housing) will contribute towards</p>	<p>No negative impact is perceived.</p>	<p>As above</p>

		<p>addressing issues relating to the supply of family housing and homelessness.</p>		
<p><b>MARRIAGE &amp; CIVIL PARTNERSHIP</b></p>	<p>Women</p>	<p>The HCS will have a positive impact for this group. The strategy does not contain specific actions relating to marriage and civil partnership, however, all groups with particular characteristics will benefit from the contributions/actions outlined in the HCS.</p> <p>The HCS also outlines that housing is required to meet the needs of people engaging with services provided by GCHSCP.</p> <p>Continuing to deliver Glasgow's Affordable Housing Supply Programme with a commitment to continue to develop particular needs housing will have a positive impact on this group.</p>	<p>No negative impact is perceived.</p>	<p>As above.</p>

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	Men	As above	No negative impact is perceived.	As above.
	Lesbians	As above	No negative impact is perceived.	As above.
	Gay Men	As above	No negative impact is perceived.	As above.
<b>PREGNANCY &amp; MATERNITY</b>	Women	<p>The HCS is likely to have a positive impact for this group. The strategy does not contain specific actions relating to marriage and civil partnership, however, all groups with particular characteristics is likely to benefit from the contributions/actions outlined in the HCS.</p> <p>The HCS also outlines that housing is required to meet the needs of people engaging with services provided by GCHSCP.</p> <p>Continuing to deliver Glasgow's Affordable Housing Supply Programme with a commitment to continue to develop particular needs housing is likely to have a positive</p>	No negative impact is perceived.	As above.

		impact on this group.		
<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>The HCS will have a positive impact for this group. The strategy does not contain specific actions relating to religion and belief, however, all groups with particular characteristics are likely to benefit from the contributions outlined in the HCS.</p> <p>The HCS also outlines that housing is required to meet the needs of people engaging with services provided by GCHSCP.</p> <p>Continuing to deliver Glasgow's Affordable Housing Supply Programme with a commitment to continue to develop particular needs housing is likely to have a positive impact on this group.</p>	<p>No negative impact is perceived.</p>	<p>As above.</p>

\* 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 HCS is likely to have a positive impact on all protected characteristic groups.

Working with partners to address the housing, health and social care issues that have been identified will positively impact all groups (in particular older people, young people and those with a disability).

Improving the supply of and access to affordable housing is a key intervention that will contribute towards alleviating housing, health and social care issues. Increasing the supply of good quality, affordable housing contributes towards reducing the effects of poverty and delivering positive health outcomes.

## Summary of Socio Economic Impacts

Improving housing, health and social care services will have a positive socio-economic impact.

## 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?	No

## Actions: Next Steps

(i.e. is there a strategic group that can monitor any future actions)

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>The HCS will be presented to the Glasgow City Integration Joint Board with the Strategic Plan during June 2023</p> <p>Following IJB approval, the HCS will be published on both GCHSCP and GCC's webpages.</p> <p>Glasgow's Housing, Health and Social Care Group will monitor the contributions that Housing makes towards the Health and Social Care priorities and addressing related challenges.</p>	<p>Lead officer – Paul Wood</p> <p>Lead Strategic Group – Housing, Health and Social Care Group.</p>	<p>The HCS will be presented to the Glasgow City Integration Joint Board during June 2023. The IJB will be asked to approve the HCS.</p> <p>Subject to approval of the HCS, Glasgow's Housing, Health and Social Care Group will monitor the implementation of the HCS. The group will monitor the delivery of the contributions outlined within the statement and consider the impact of equality groups going forward.</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.