



Integrated Impact Assessment Pre-screening Stage 1

The Integrated Impact Assessment (IIA) supersedes the previous Equality and Human Rights Impact Assessment (EHRIA) form.

The pre-screening (Stage 1) will determine if your proposal requires a full impact assessment (Stage 2). Stage 2 will look at details of your proposals, the impact and any mitigations in place.

Note: This form should be completed using the guidance contained in the document: 'Guide to Completing an Integrated Impact Assessment'. Please read the guidance before completing this form.

This assessment and accompanying guidance use the term 'policy' for any activity within Aberdeen City Council. Therefore 'policy' should be understood broadly to embrace the full range of your policies, provisions, criteria, functions, practices and activities including the delivery of services - essentially everything you do.

Purpose:

Aberdeen City Council wants Aberdeen to be a place where all people can prosper. We want everyone in Aberdeen to have fair opportunities regardless of their background and circumstances. The aim of this assessment is to allow you to critically assess:

- the impact of the policy / proposal on different communities.
- whether Aberdeen City Council is meeting its legal requirements in terms of [Public Sector Equality Duty](#), [Equality Outcomes](#) and [Human Rights](#);
- whether [Children's Rights](#) have been impacted;
- whether [Socio-economic disadvantage](#) is reduced;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised which will be covered in Stage 2.

Title* Name your business case, policy, strategy or proposal (including budget proposals)	Aberdeen City's Strategic Housing Investment Plan (SHIP) 2024/25 - 2028/29								
Report no or Budget proposal number:	COM/23/323								
Committee name and date:	Communities, Housing and Public Protection 14 November 2023								
Is this a new or existing policy/ proposal?	No								
Brief description of policy / proposal (including intended outcomes and purposes)	The purpose of the committee report is to seek approval of the Strategic Housing Investment Plan (SHIP) for the period 2024/25 - 2028/29, which was submitted to the Scottish Government on 31 October 2023 subject to approval by this Committee.								
Do you consider this proposal to have any impact on the:									
a. Human Rights of people?	Yes	Positive impact							
b. Rights of Children and Young people?	Yes	Positive impact							
What is your assessment of the impact on groups with: a. Protected characteristics b. Children and young people c. Other	H	High negative impact	H	M	L	N	P	U	
	M	Medium negative impact	H	M	L	N	P	U	
a. Protected characteristics	L	Low negative impact	H	M	L	N	P	U	
b. Children and young people	N	No impact	H	M	L	N	P	U	
c. Other	P	Positive impact	H	M	L	N	P	U	
	U	Unsure	H	M	L	N	P	U	
As part of your assessment here, consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers.	Age						x		
	Disability						x		
	Gender Reassignment				x				
	Marriage and Civil partnership				x				
	Pregnancy and Maternity					x			
	Race				x	x			
	Religion or Belief				x				
	Sex				x				
	Sexual Orientation				x				
	Children and young people					x			
	Other				x				
Socio-Economic Inequalities Not every person / family has access to regular income or savings. Will your proposal have an adverse or high impact on them?	No. The delivery of affordable housing may have a positive high impact on people with low incomes.								

What considerations did you have when making the above selections?			
Internal or existing data Please detail your sources	Internal data - recording of the new affordable housing completions across the city, including the provision of new wheelchair accessible homes.		
Consultations with officers or partner organisations Please list your sources	N/A		
Other: Please list your sources	Aberdeen City Local Housing Strategy Aberdeen City and Aberdeenshire Housing Need and Demand Assessment 2017		
Does this proposal contribute to the Public Sector Equality Duty to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?	Yes The Plan reinforces the local authority as the strategic housing authority and details how investment priorities will be delivered and will advance equality of opportunity for those with protected characteristics and fosters good relations through partnership working with communities and other organisations.		
Does this proposal contribute to the Council's Equality Outcomes 2021-25 ?	Yes The SHIP report highlights the accessibility and specialist provisions that will be made which positively contributes to outcome 1 where physical barriers are identified and removed.		
Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).			
Please provide a brief high-level summary that your policy will bring about: Use this space to highlight what your proposal intends to achieve.			
Delivery of additional affordable homes across the city. The provision of additional affordable homes has no negative impacts.			
The SHIP illustrates how the Council and its RSL partners will seek to deliver the city's affordable housing investment needs and priorities identified in the Aberdeen City Local Housing Strategy 2018-2023 over a rolling 5-year planning programme, which is now being reviewed. The SHIP			

Working Group is the Council's key working group that is responsible for development of the SHIP and the ongoing review of new and current projects through collaboration with Scottish Government via quarterly meetings. This ensures that impacts will be monitored regularly.

Work is ongoing to deliver larger family homes through the SHIP which will provide positive impact for those from ethnic minority groups who have larger families and require to live in larger family homes. Whilst there is the intention to deliver this, it must be coupled with budget pressures as the cost of delivering larger homes is significantly higher and does not attract as much grant subsidy in comparison to smaller homes, so delivery will be challenging.

Work is ongoing to deliver more fully wheelchair accessible homes through the SHIP which will provide a positive impact for older people and/or those living with a disability.

Will a full assessment be required?		No	
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Assessment completed by: Name and job title	Mel Booth - Senior Housing Strategy Officer
Date:	12 October 2023
Signed and approved by Chief Officer (Name and signature)	David Dunne
Date:	12 October 2023

If you have any queries or require this form in an alternative format, please contact [equality and diversity@aberdeencity.gov.uk](mailto:equality_and_diversity@aberdeencity.gov.uk)

A fully completed and signed form should be mailed as a PDF to the above email address for publishing your assessment.