



Equality and Fairness Impact Assessment (EFIA) Form and Guidance

If the '*policy or practice*'* you are developing or going to develop is assessed as relevant after undertaking the online screening process (the Integrated Appraisal Toolkit) - that is, it will have an impact on people - you should complete an Equality and Fairness Impact Assessment (EFIA).

This form (which includes accompanying guidance) should be completed.

*See definition below on Page 5

EFIA – Guidance

The purpose of the EFIA is to ensure that decision makers are fully informed, at a formative stage in the decision-making process.

Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Under Part 1 of the Act 'The Fairer Scotland Duty', the Council is required to actively consider how it can reduce inequalities of outcome caused by socioeconomic disadvantage, when making strategic decisions.

The online Integrated Appraisal Toolkit (IAT) has been developed within the Council to assess all proposals against criteria for reducing poverty and socio-economic disadvantage, eliminating discrimination, advancing equality of opportunity, and fostering good relations between equality groups.

The IAT should first be used at the initial stages of proposal development to **screen** the proposal for any likely positive or negative effects in relation to equality, fairness and human rights. After completing the IAT, it should be evident if your proposal is likely (or not) to have significant implications for: reducing poverty and socio-economic advantage, eliminating discrimination, advancing equality of opportunity, and fostering good relations between equality groups. **If the screening process identifies that there are implications, then this full Equality and Fairness Impact Assessment (EFIA) should be undertaken.**

When should I carry out an EFIA?

In order to fulfil our general duty, it is critical that all services conduct an EFIA in the following circumstances:

- > **All** significant policies, strategies and projects* should have as a minimum an EFIA screening inbuilt as part of the risk assessment process.
- > **All** budget options for each financial year will require to be EFIA screened. (It is possible to group individual options if they relate to one particular service area)
- > **All** Reports to Committee now require Equalities Impacts to be reported either as a screening or full EFIA. Significant service reforms **may** require a Full Report to be completed, or as a minimum, a justification in a Screening Report as to why the Full Report was unnecessary.

Equality and Fairness Impact Assessment Screening

A screening can be undertaken as part of a scoping exercise prior to a full report, or it can stand alone as final summary if no significant Equality and Fairness Impacts are identified or arise subsequently in the policy or plan implementation.

This is done using the online Integrated Appraisal Toolkit.

Equality and Fairness Impact Assessment Full Report

A full report (using this form) should be conducted where a Screening indicates an area or areas that require more detailed consideration.

*See full definition Page 5

Stage 1: Screening

As noted above, a screening should ideally be carried out at the outset of a policy, service reform, or budget proposal* in order to embed consideration of equalities and fairness at the earliest part of the project plan or process.

In order to complete screening please follow the guidance provided within the online [Integrated Appraisal Toolkit](#)

A Screening Report should be conducted prior to identifying if a Full Impact Assessment is required, and the findings of the report should inform the introduction to the assessment; and provide the context and background, to outline the purpose and direction of the Full Impact Assessment.

Stage 2: Full Impact Assessment

If there are any areas that arise as part of the screening process that require further investigation or highlight areas of concern with regard to likely impacts across any or all protected characteristics, then a Full Impact Assessment report be conducted.

*See full definition Page 5

EFIA Form

Complete this for all *relevant policies*
'Relevant' means it will have an impact on people
'Policy or Practice' - see definition below

Definition of policy or practice for the purposes of EFIA:
For the purposes of an EFIA the term 'policy or practice' covers Service delivery and Employment. This can include a Policy, a Plan, a Strategy, a Project, a Service Review, a function, practice or service activity or a Budget option.

Section 1: Policy Details (see definition of 'Policy' or 'Practice' above)

Name of Policy or Practice:

Perth and Kinross Local Housing Strategy 2022-2027

Service and Division/Team:

Planning and Housing Strategy

Owner/Person Responsible (include your Name and Position):

Andrew Saum: Housing Strategy Team Leader

Impact Assessment Team (include your Names and Positions). This team can consist of two people or more as appropriate:

Stephanie Durning – Housing Strategy Graduate
Hannah Kettles – Planning and Policy Officer
David McPhee Equalities Team Leader

Is the 'policy' or 'practice' being impact assessed new or existing? Please tick the appropriate box below to indicate.

New Existing

What are the main aims of the policy or practice?

The 'Local Housing Strategy' sets out the Perth and Kinross Councils strategic vision for housing, taking into account both national policy objectives and local priorities, based on housing need and demand evidence. As well as its strategic response to national outcomes and national housing priorities, the Local Housing Strategy sets out the approach to meeting other statutory housing responsibilities, including fuel poverty, house condition and homelessness amongst others. It also provides people with a vital opportunity to have their say and influence the future delivery of housing and housing related services in their communities.

Who are the main target groups/beneficiaries?

All residents of Perth and Kinross with due regard to the specific housing needs of identified groups such as those with age-specific needs, independent living needs, Gypsy Traveler's, Refugees and Asylum seekers.

What are the intended outcomes of the policy or practice?

That everyone in Perth and Kinross has a home that is affordable, accessible and fits their needs:

1. Providing more homes at the heart of great places
2. Providing a range of housing options that people can easily access, afford and keep
3. Delivering housing for people with varying needs
4. Delivering quality homes with affordable warmth, zero emissions and SMART technology

Section 2: Information Gathering

You should list here the sources of information used to assess the impact of the relevant policy or practice. This can include local sources such as reports, information and data, relevant partners' information, data and reports, other Council's relevant information, data and reports, national information, research outcomes, data profiles and any other evidence which has led to the development of this policy. You may wish to refer to Appendix 1 for reference when gathering information relating to Equality Monitoring Data,

Information/Evidence Gained and Used to Shape this Policy or Practice	List Details, Source and Date <i>(Continue on a separate sheet if necessary – tick to indicate this has been done</i> <input type="checkbox"/>
<p>Community consultation/involvement outcomes from earlier contacts - this usually includes formally arranged contact with individuals or community, voluntary sector and other relevant interest groups</p>	<p>The Housing Need and Demand Assessment (HNDA) is an important evidence base required by the Scottish Government to inform the preparation of Local Housing Strategies (LHS), under the Housing (Scotland) Act 2001.</p> <p>The purpose of the HNDA is to provide an evidence base to inform the Local Housing Strategy and Local Development Plan. Specifically, it is expected that the HNDA should underpin the following key areas of housing policy and planning:</p> <ul style="list-style-type: none"> • Housing Supply Target(s) (HSTs): to inform the setting of a HST for use in the LHS and Local Development Plan. The HST sets out the extent and nature of housing to be delivered over the period of the plan(s) • Stock management: to assist understanding of the current and future demand for housing by size, type, tenure and location in order to optimise the provision, management and use of housing stock. This in turns feeds into policy and planning decisions about future stock in the LHS • Housing investment: to inform future housing investment decisions, for example through Strategic Housing Investment Plans (SHIPs) • Specialist Provision: to inform the provision and use of specialist housing and housing related services to enable independent living for all, as expressed in policy in the LHS and to inform planning decisions e.g., land for Gypsy/Traveler's <p>Geographic distribution of land: to inform the spatial allocation of land through the Development Plan for new housing at both Housing Market Area level and local authority level.</p>
<p>Community consultation/involvement outcomes from earlier contacts - this usually includes formally arranged contact with individuals or community, voluntary sector and other relevant interest groups</p>	<p>Early Consultation was carried out for an 8-week period from 01/12/2021-31/01/2022. The public were asked to share their views on the most pressing housing challenges they were facing within Perth & Kinross. The early engagement survey was promoted on various social media platforms, the local press and via community networks and community councils. The survey was made available in a range of formats including online, telephone and freepost options. PKC received 490 responses to the questions on the most pressing issues around housing and the important characteristics of housing for the future. The views were analysed as part of the preparation of the Proposed Plan for the 2022-</p>

	<p>2027 Local Housing Strategy. https://consult.pkc.gov.uk/communities/local-housing-strategy-for-2022-27/results/lhsupdate-23rdfeb.pdf</p> <p>The consultation was made public through:</p> <ul style="list-style-type: none"> • PKC online consultation hub • Hard copy surveys • PKC Intranet • Social media Platforms (Facebook, Twitter, Instagram) • Emailing links to stakeholders including various tenant participation groups, RSLs, NHS and Social work partners, 3rd sector organisations, internal stakeholders • Community Survey via: • Community Planning Partnership • Community Councils • Elected Members <p>Hard to reach groups</p> <ul style="list-style-type: none"> • Housing disability Forum or Access Panel • Homeless Voice Group • Housing Support User Groups • City base (young People)
	<p>Public Consultation on the Draft LHS 22-27 between 8th August 2022 and 9th September 2022</p> <ul style="list-style-type: none"> • PKC online consultation hub • Hard copy survey on request • Staff Intranet • Social media • Press releases • Community Planning Partnership • Community Councils • Tenants, Residents and Interest Groups • Hard to reach groups • CEAG (Perth & Kinross Equalities Advisory Group)
<p>Employee involvement/consultation feedback (e.g., survey, focus groups)</p>	<p>The Stakeholder conference was held on 4th May 2022 involving 70 partners and stakeholders representing public, private and third and community sectors. The purpose was to co-produce a vision for the LHS, agree the main housing issues that should form the basis of LHS priorities and generate ideas and innovation as a basis for LHA actions. [insert link to conference report].</p> <ul style="list-style-type: none"> • The Equalities Team • LHS Steering Group • Housing Market Partnership • SHIP partners (housing associations and Scot Gov) • Subject Matter experts • Tenants, Residents and Interest Groups e.g.: landlord forum <p>Option identification workshops: Four half-day workshops took place to define the key LHS priorities and a range of options to address them. Participants were specialist stakeholders and subject matter experts from across the Council and partner organisations.</p> <p>Interest groups</p> <ul style="list-style-type: none"> • LHS steering group • Housing service • SHIP partners • RSLs <p>Option appraisal workshops: Four half-day workshop sessions were held with subject matter experts to systematically appraise the LHS options including:</p>

	<ul style="list-style-type: none"> • LHS steering group • Frontline staff <p>The outputs from these sessions from the basis of the LHS Outcome Action Plans. Each option was assessed specifically checking if each option could <i>reduce health and housing inequalities and improve the wellbeing of all residents and communities.</i></p> <p>The LHS Outcome Action Plan therefore prioritises actions which tackle inequalities including limited housing choice, poor housing affordability, fuel poverty and housing unsuitability for people with health conditions and disabilities.</p> <p>Strategic engagement: Mechanisms were put in place, as part of the LHS consultation plan to ensure the LHS is fully aligned with local strategies, policies and plans. These included partnership working around the Housing Contribution Statement, the Local Development Plan and Perth & Kinross Council Climate Change Strategy.</p> <p>Strategic governance: The LHS development process has been commissioned by the LHS Steering Group which provides a multi-agency governance framework for the development and implementation of the LHS.</p> <p>Representatives includes partners from Housing, Planning Service, Public Health (NHS Tayside), Equalities Team, Economic Development, Community Safety Team, Homes for Scotland and Registered Social Landlords.</p>
<p>Research and information list main sources</p>	<p>Housing to 2040 National Performance Framework Fourth National Planning Framework (NPF4) Children and Young People (Scotland) Act 2014 Adult Support and Protection (Scotland) Act 2007 Child Poverty Delivery Plan 2022-2026 ‘Age, Home and Community: A Strategy for Housing for Scotland’s Older People: 2012-2021’ ‘Age, Home and Community: A Strategy for Housing for Scotland’s Older People: 2012-2021’ National Guidance for Child & Adult Protection in Scotland (2021/2022) Fuel Poverty Strategy (2021) Equalities Act 2010 Fairer Scotland Duty (2018) Perth & Kinross Corporate Plan (2022/23-2027/28) Perth & Kinross Local Outcomes Improvement Plan Perth & Kinross Offer Tay Cities Region Deal Tayside Biodiversity Partnership Perth & Kinross Local Development Plan 2019: Policies 20,21,22 Perth & Kinross Strategic Commissioning Plan: Housing Contribution Statement (HCS) PKC Climate Change Strategy and Action Plan Perth & Kinross Child Poverty Action Report LHS 2016 – 2021 (the 22-27 LHS builds on the progress made on the issues identified in the LHS 16-21 – takes elements from this to assist in the 22-27 LHS to address arising housing matters etc)</p>

Officer knowledge and experience	Housing Strategy Team – as at start of document
Equality monitoring data	<p>The early engagement survey collected the following age grouping: Total number of respondents: 490 Age group: 0-25 (2.4%), 25-39 (21.4%), 40-60 (45.5%), 60+ (30.2%) Not answered (0.4%),</p> <p>Monitoring data was not taken at Conference or engagement workshops</p>
Service user feedback (including customer contact, services and complaints)	<p>Included in all the consultation strategies. https://consult.pkc.gov.uk/communities/local-housing-strategy-for-2022-27/results/lhsupdate-23rdfeb.pdf</p>
Partner feedback	<p>Included in Consultation Strategies. https://consult.pkc.gov.uk/communities/local-housing-strategy-for-2022-27/results/lhsupdate-23rdfeb.pdf</p>
Other - this may be information gathered in another Council area, nationally or in partner organisations which is considered to have relevance	N/A

Section 3: Consultation/Involvement

Consultation with key stakeholders can be undertaken throughout the whole of the equality and fairness impact assessment process. This section can include details of outcomes from current, earlier or ongoing consultation/involvement activities. This activity **can also** help to **reach people not previously involved** with these processes, but who will be affected by this policy or practice when it is implemented.

The Consultation/Involvement process can also help **identify or agree changes** that need to be made to ensure the policy or practice will be inclusive when implemented.

The Equalities Team Leader (equalities@pkc.gov.uk) may be able to provide advice relating to potential contact with consultees from equality protected characteristic groups via existing mechanisms such as the Community Equalities Advisory Group (CEAG) or Equalities Strategic Forum.

A summary of the replies received from individuals and stakeholders consulted/involved. Include any previous feedback or complaints relating to equality and diversity issues and the policy or practice currently being assessed.

Equality Protected Characteristic	Specific Characteristics	Date	Outcome of Consultation/Involvement <i>(Continue on a separate sheet if necessary – tick to indicate this has been done <input type="checkbox"/></i>
Age	Older People (65+)		Early consultation strongly revealed that affordability, affected also by the availability and fuel efficiency of homes were the main considerations of the respondents. This issue affects everyone with protected characteristics but especially the socio-economic impacts. As such the LHS main focus is tackling affordability across all tenures with ambitious but achievable targets.
	Younger People (16-64)		
	Children (0-16)		
	Looked After Children (Corporate Parenting)		
Disability	Physical Disability		Outlined above consultation with interest groups in particular CEAG has been integral to the co-creation approach of the strategy. The PKC Equalities Officer has been involved at all steps of the process to ensure a robust strategy form an equalities and fairness viewpoint. Overall, the strategy was well-received in the public consultation with multiple responses outlined in the themes below.
	Sensory Impairment		
	Mental Health		
	Learning Disability		
Gender Reassignment	Male transitioning to female		

	Female transitioning to male		<p><i>Summary of public Consultation of draft strategy: 193 respondents</i></p> <ul style="list-style-type: none"> 74% of respondents agree that the strategy reflected the main housing issues that should be tackled in Perth and Kinross 76% agreed that the Priority 1 Actions were the right ones. 80% agreed that the Priority 2 Actions were the right ones. 82% agreed that the Priority 3 Actions were the right ones. 86% agreed that the Priority 4 Actions were the right ones. <p>Themes of the feedback that directly affected protected characteristics were few but the most common</p> <ul style="list-style-type: none"> more homes in rural places and restrictions on the numbers of second and holiday homes were about addressing availability of housing for young people and families energy efficiency of homes in rural places and support measures that meet the needs of older people to support them to stay in their rural communities. Improved access to services and amenities was a common theme that was partially rooted in socio-economic inequalities as well as the energy efficiency and quality of homes. More homes suitable for wheelchairs that outline in the strategy was suggested. <p>They reflect the underlying issues of affordability and inform the delivery of the action plan.</p>
Marriage/Civil Partnership	Women		
	Men		
	Same Sex Couple (Male)		
	Same Sex Couple (Female)		
Pregnancy / Maternity/Paternity	Women		
	Men (Paternity)		
Race	A list of categories used in the census is here		
Religion / Belief	A list of categories used in the census is here		
Sex	Female		
	Male		
	Other Gender Identity		
Sexual Orientation	Lesbian		
	Gay		
	Bisexual		
Socio-economic(fairness)	Options detailed in Appendix 2		

Section 4: Detail the Positive and/or Negative Impacts or Tick to Indicate No Impact

Key Questions to Address

The Assessment should highlight areas of interest covering the following:

- > Positive and Negative impacts across all protected characteristics.
- > Scale of the Impact: An indication of the degree of potential impact, and whether this is judged to have a High, Medium or Low impact potential.
- > Anticipated duration of the impact if relevant
- > Whether there is a specific differential impact to a particular protected characteristic or characteristics
- > Or if the impact is more wide ranging and general in its effect.
- > Whether any impacts identified would/could be mitigated by an amendment to the policy, practice budget decision or service reform proposal

This information will be indicated by activities at Section 2 and Section 3 above.

Equality Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit the group concerned)	Negative Impact (it could disadvantage the group concerned)) No Impact
<p>The Local Housing Strategy 2022-2027's priorities and actions will be applicable to all residents of Perth and Kinross and due regard is given to all protected characteristics within the strategy. The strategy should have a positive socio-economic impact through a programme of high-quality affordable housing that is affordable to keep with improved energy efficiency and access to employment, services and amenities. The overarching vision demonstrates the broad nature of the impact</p> <p>Vision Everyone in Perth and Kinross has access to the right home in the right place, and at the right cost.</p> <p>By providing more homes in sustainable place where connectivity to jobs and local services is easy By improving housing choice and reducing inequality By supporting people to live independently and well at home By ensuring everyone finds it easy and affordable to heat their home By ensuring housing makes a strong contribution to tackling the climate emergency in Perth & Kinross</p>				
Age	Older People (65+)	The strategy has a positive impact by expanding the range of housing options available with consideration made to varying needs (Priority 3) and individual needs supported through housing support services		
	Younger People (16-64)	Positive impact through wide ranging implications of the		

		priorities for action and specifically in relation to Actions under Priority 4.3 to Develop training academy in conjunction with the private sector to encourage apprenticeship opportunities, especially in renewables, linked to wider workforce development programme for the construction industry		
	Children (0-16)	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
	Looked After Children (Corporate Parenting)	Individual needs supported through housing services.		
Disability	Physical Disability	Positive impact by giving consideration to varying needs (Priority 3). In addition, individual needs are supported through the Independent Living panel which offers tailored housing options and access to support services through a person-centered approach. The introduction of targets for wheelchair housing across all tenures.		
	Sensory Impairment			
	Mental Health			
	Learning Disability			
Gender Reassignment	Male transitioning to female	The strategy has a positive impact by expanding the range of housing options outlined in the vision and		

		priorities for action		
	Female transitioning to male	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
Marriage/Civil Partnership	Women	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
	Men	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
	Same Sex Couple (Male)	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
	Same Sex Couple (Female)	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
Pregnancy / Maternity/Paternity	Women	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
	Men (Paternity)	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
Race	A list of categories used in the census is	The strategy has a positive impact by expanding the		

	here	range of housing options outlined in the vision and priorities for action		
Religion / Belief	A list of categories used in the census is here	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
Sex	Female	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
	Male	The strategy has a positive impact by expanding the range of housing options available		
	Other Gender Identity	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
Sexual Orientation	Lesbian	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
	Gay	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
	Bisexual	The strategy has a positive impact by expanding the range of housing options outlined in the vision and priorities for action		
Socio-	Options detailed in	Positive Impact through		

economic(fairness)	Appendix 2	<p>providing more homes in sustainable places where connectivity to jobs and local services is easy</p> <p>By improving housing choice and reducing inequality ensuring everyone finds it easy and affordable to heat their home. Actions to improve digital inclusion and access to the potential socio-economic benefits of the construction and renewables sector.</p>		
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Section 5: Recommendations and Actions

As a result of this equality impact assessment, please **clearly describe practical actions** you plan to take to:

- reduce or remove any identified **negative impact***
- promote any **positive impact** or*
- gather** further information/evidence*

Equality Protected Characteristic	Specific Characteristics	Action	Who is responsible	Date for completion
Age	Older People (65+)	The broad ranging remit of the strategy and the range of actions outlined in the priorities should have a broad spectrum of impacts across Perth and Kinross residents. Where individual considerations to address the needs of any resident and those of protected characteristics this will be done on an individual basis. Training of staff to	Planning and policy officers	Annual review
	Younger People (16-64)			
	Children (0-16)			
	Looked After Children (Corporate Parenting)			
Disability	Physical Disability			

	Sensory Impairment	<p>recognize and support individuals will continue as a key mechanism to providing tailored support to all residents.</p> <p>Consultation and dialog around the strategy will continue through the implementation phase with established equalities and community groups, contributing to an annual action plan which is part of the monitoring process going forward. Easier to access documents will be developed to facilitate engagement. This will allow us to consider the developing needs of people with protected characteristics for this strategy and forthcoming strategies.</p>		
	Mental Health			
	Learning Disability			
Gender Reassignment	Male transitioning to female			
	Female transitioning to male			
Marriage/Civil Partnership	Women			
	Men			
	Same Sex Couple (Male)			
	Same Sex Couple (Female)			
Pregnancy / Maternity/Paternity	Women			
	Men (Paternity)			
Race	A list of categories used in the census is here			
Religion / Belief	A list of categories used in the census is here			
Sex	Female			
	Male			

	Other Gender Identity			
Sexual Orientation	Lesbian			
	Gay			
	Bisexual			
Socio-economic(fairness)	As detailed in Appendix 2			

Section 6: Outcomes

When the evidence has been considered in relation to the proposed Policy, Practice, Project, Service Reform or Budget Option, it will be apparent what the likely impacts are. The type, scale, duration, and specificity of the likely impacts will inform the direction of the outcome of the EFIA.

There are four potential outcomes as follows:

1. No major change required The Policy, Practice, Project, Service Reform or Budget Option is robust and can continue without amendment
2. Continue the Policy, Practice, Project, Service Reform or Budget Option. A justification is required for continuing despite the potential for adverse impact
3. Adjust or Amend the Policy, Practice, Project, Service Reform or Budget Option. Remove barriers, make changes to better advance equality or remove or mitigate negative impact
4. Stop, or Remove the Policy, Practice Project, Service Reform or Budget Option if adverse effects cannot be justified and cannot be mitigated.

1. No major change required The Policy, Practice, Project, Service Reform or Budget Option is robust and can continue without amendment.

Section 7: Authorising the Assessment

The following signatures are required:

Service Manager

Signed



Name Andy Saum

Date 23.09.2022

Quality Assured by PKC Equality and Fairness Impact Assessment Trained Officer (within service)

Signed



Name David McPhee

Date 26/09/22

Section 8: Publishing the Assessment

The completed and authorised EFIA should be added to your Service pages on the internet.

Date Action Completed

Date for Review of EFIA

Section 9: Committee Reporting

Ensure your Committee **report** to accompany this policy **includes information** about any **actions** taken to reduce or remove **negative impacts** identified, or include any **positive impacts** expected when the policy is implemented.

Section 10: Review and Monitor

Note of Action required (from Section 5)

Date completed

Note of Action required (from Section 5)

Date completed

Note of Action required (from Section 5)

Date completed

Note of Action required (from Section 5)

Date completed

Appendix 1 – Equality Monitoring Data Guidance

The Equality Protected Characteristics in Our Area

There are nine protected characteristics in the Equality Act, and these are disability, sex, race, sexual orientation, gender reassignment, age, marriage and civil partnership, pregnancy and maternity and religion and belief.

The [Scottish Government Equality Evidence Finder](#) is updated twice a year with data surrounding equality evidence from a wide range of policy areas. Some key local statistics should be noted:

Disability - 28% of the Perth & Kinross population consider themselves to have a long term physical or mental health condition, compared to 22% for Scotland overall. (*Scottish Household Survey 2016*)

Sex - 49% of the Perth & Kinross population identify as male, the same as Scotland overall. (*Scottish Household Survey 2016*)

Race - 98% of the Perth & Kinross adult population classify themselves as 'White', compared to 96% for Scotland as a whole (*Scottish Household Survey 2016*)

Sexual orientation - 99% of the Perth & Kinross adult population identify as Heterosexual, compared to 98% for Scotland overall. (*Scottish Household Survey 2016*)

Gender reassignment - The Registrar General for Scotland maintains a Gender Recognition Register in which the birth of a transgender person whose acquired gender has been legally recognised is registered showing any new name(s) and the acquired gender. This enables the transgender person to apply to the Registrar General for Scotland for a new birth certificate showing the new name(s) and the acquired gender. The Gender Recognition Register is not open to public scrutiny. Local information is not available. (*NRS Registration Division 2016*)

Age - Young people under 16 currently make up 16% of the population in Perth & Kinross, compared to the national average of 17%. People aged 65 and over account for 23% of the total population, higher than the national average of 19%. By 2039 this proportion is set to increase to 30%. (*ONS Population data*)

Marriage and civil partnership - 58% of the Perth & Kinross adult population are married or in a civil partnership, compared to 47% for Scotland as a whole. (*Scottish Household Survey 2016*)

Pregnancy and maternity - In 2016, the birth rate was 53.5 per 1000 women aged 15-44. In other words, broadly 5.4% of women of child bearing age were pregnant in 2016 in Perth and Kinross, compared to 5.2% for Scotland as a whole. (*NRS Vital events 2016*)

Religion and belief - 52% of the Perth & Kinross adult population consider themselves to have a religious belief, compared to 49% for Scotland as a whole. (*Scottish Household Survey 2016*)

National data sources have been used to provide this information but it should be noted that the Scottish Household Survey is only based on a sample of respondents so variations may not be statistically significant.

Appendix 2– Socio-economic (Fairness)

Socio-Economic Disadvantage:

- Low Income – (in comparison to most others) – can be measured in a range of ways e.g., relative poverty (after housing costs) looks at number of individuals living in households with incomes below 60% of UK median income. Statistics on absolute poverty (household living standards over time) and persistent poverty (where households live in poverty for 3 years out of 4) are also available. Poverty statistics can also be broken down by gender, disability, ethnicity, tenure and urban/rural.
- Low/No Wealth – having access to wealth e.g., financial products, equity from housing and a pension, provides some protection from socio-economic disadvantage. Single adult households (including single parent households) have very high risks of low wealth; households with lower educational qualifications and in routine or manual occupations have significantly higher risks of low wealth.
- Material deprivation – refers to households being unable to access basic goods and services and tends to focus on families with children.
- Area deprivation - living in a deprived area can exacerbate negative outcomes for individuals and households already affected by issues of low income.
- Socio-economic background – the structural disadvantage that can arise from parents' education, employment and income (i.e., social class) is more difficult to measure.

Inequalities of Outcome – any measurable differences for communities of interest or communities of place such as:

- Poorer skills and attainment
- Lower quality, less secure and lower paid work
- Greater chance of being a victim of crime
- Lower healthy life expectancy
- Less chance of a dignified and respectful life

Communities of Place – refers to people who are bound together because of where they reside, work, visit or otherwise spend a continuous proportion of their time. Poverty is often hidden in smaller rural communities with issues such as cost of living and accessibility of transport, education and employment impacting more negatively.

Communities of Interest – refers to people who share an identity e.g., an equality protected characteristic. Consideration of the impact on those groups can help develop a deeper understanding of socio-economic impact, particularly by talking to people with lived experiences.

For further information refer to [Fairer Scotland Duty -Interim Guidance for Public Bodies](#)

Appendix 3– Human Rights Based Approach

A Human Rights approach should also be an embedded consideration in an EFIA.

In summary, we need to consider, where applicable, to what (if any) extent policies, practices, projects, Service Reforms, or Budget Options impact on three key strands of Human Rights:

Absolute rights:

- > the right to life,
- > the right to freedom from inhuman and degrading treatment

Limited rights:

- > the right to liberty,
- > the right to a fair trial

Qualified rights

- > the right to respect for private and family life, home and correspondence
- > the right to freedom of thought, conscience and religion
- > the right to freedom of assembly and association
- > the right to protection of property

Any restriction of Qualified Rights must be:

- > In accordance with the law: have a basis in domestic law, safeguards against arbitrary interference, foreseeable
- > In pursuit of a legitimate aim: including "the economic wellbeing of the country"; "the protection of health", "protection of the rights and freedoms of others"
- > Necessary
- > Proportionate
- > Not discriminatory

There is further guidance on integrating human rights into the equality impact assessment process available on the Scottish Human Rights Commission website following previous pilots with local authorities: <http://eqhria.scottishhumanrights.com/>