

## Integrated Impact Assessments

### What is Integrated Impact Assessment?

Everything that the Council does affects people in Shetland. Some decisions can have different effects on different groups in the community. This can make it harder for some people to use a service or to be part of their community.

An Integrated Impact Assessment (IIA) is a way to look at how a proposal could affect communities and if different groups within the community will be affected differently.

If an IIA is done while the proposal is being developed, we can look at the needs of different groups and think about how the proposal will affect them. Some of these impacts will be positive and some negative. We can then think about ways to reduce the negative impacts so that everyone will be able to benefit from the proposal.

An IIA should be part of the development of any new policy or practice. It should also be done when a policy or strategy is being reviewed.

This Integrated Impact Assessment focuses on the following areas:

- **Social:**
  - Equality & Diversity
  - Health
  - Socio-economic Inequalities
- **Economic**
- **Environmental**
- **Rural and Islands**
- **Staff**

By reviewing social, economic and environmental assessments together we can make sure what we do is sustainable in the widest sense.

## **Legal Requirements**

There are also statutory duties for local authorities that need to be met:

- We have to give due regard to the need to eliminate discrimination, advance equality and foster good relations between people. We need to do this before we make final decisions concerning policy or practice. If we fail to do this, and operate policies and practices that adversely affect a section of the community disproportionately, we could be subject to legal challenges and financial penalties (Equality Act 2010).
- We have to actively consider what more we can do to tackle the inequalities of outcome caused by socio-economic disadvantage in policies, strategies and services. (Fairer Scotland Duty).
- We have to ensure that development projects, plans and strategies with a spatial dimension are screened for their requirement for an Environmental Impact Assessment. If you're unsure of the requirement for one of these assessments, contact Planning.
- We must have regard to island communities as we carry out our functions and services, as part of the Islands (Scotland) Act. In order to do this we must prepare an Island Community Impact Assessment (ICIA) in relation to a policy, strategy or service which is likely to have an effect on an island community which is significantly different from its effect on other communities (including other island communities). More information and guidance can be found [here](#).

## **Who Carries Out an Impact Assessment?**

Carrying out an IIA is a group exercise. The IIA group should include those involved in developing the proposal and bring together different perspectives on the topic being discussed. A good understanding of what is being proposed is essential to allow the IIA to be completed successfully.

## **Gathering Evidence**

Gather existing evidence on the proposal and how it may affect different groups. You can use the table on the following page to help you. The completed table can then be circulated to all participants in the group exercise before the IIA meeting, so that it can inform the discussion and be reviewed.

## DV-41-22 Appendix A2

During the meeting, the group should consider whether further evidence is needed to understand impacts and inform recommendations. In this case you should identify how this evidence can be collected.

<b>Evidence</b>	<b>Available?</b>	<b>Comments: what does the evidence tell you?</b>
Population data	Yes: LHS Briefing 1	Over the next 10 years, household numbers will increase by 3% ensuring a relatively stable household base without migration into Shetland. The high migration scenario increases this growth to 3.4%. This increase will drive a future need for new homes across Shetland, accelerated by a growth in smaller households.
Data on service uptake/ access	Yes: LHS Briefing 1	The working age population is projected to decrease by almost 6% in the next 10 years whilst the 65+ age cohort will increase by almost 22%. More specifically, there is a projected increase of the 66-84 population of 25% and growth of 115% in the 85+ age group. This will inevitably lead to an increasing demand for housing or housing support services for older people in Shetland in the next 10-20 years.
Data on equality outcomes	Yes: LHS Briefing 1-4	HNDA evidence provides intelligence on housing requirements of sub-populations by housing market area (including remote/rural populations) and tenures, as well as key client groups including older people, those with health or disability issues, homeless households, key workers etc.
Research/ literature evidence	Yes: LHS Briefing 1-4	Interactive data books, which detail the evidence base underpinning each LHS priority, are available via the YouTube channel: <a href="https://www.youtube.com/channel/UCyjoK7jhEJ8cKJ3MykTXM2Q/videos">https://www.youtube.com/channel/UCyjoK7jhEJ8cKJ3MykTXM2Q/videos</a> This evidence used to define and validate the following main issues as LHS priorities: <ol style="list-style-type: none"> <li>1. Increasing housing supply &amp; promoting placemaking</li> <li>2. Improving house condition, tackling energy efficiency and tackling poverty</li> <li>3. Improving access to specialist housing and enabling independent living</li> <li>4. Preventing &amp; alleviating homelessness through housing options, information &amp; support</li> </ol>
Public/ patient/ client experience information	Yes: LHS Briefing 1-4	Data analysis on service user experience and outcomes derived from <ul style="list-style-type: none"> <li>• Annual Return on Charter (SHR),</li> <li>• Homelessness statistics (HL1/Prevent 1),</li> <li>• Health &amp; Social Care statistics</li> <li>• Statutory Returns on Private Sector Housing Assistance</li> <li>• SHIP Monitoring reports</li> </ul>

**DV-41-22 Appendix A2**

<p>Evidence of inclusive engagement of service users &amp; involvement findings</p>	<p>Yes – LHS engagement survey with Shetland residents</p>	<p>A survey to inform the new Local Housing Strategy was made available to communities and residents across Shetland, enabling them to express their views on which local housing issues 'matter most'. The survey was open for a 6-week period from 22/09/21 – 28/10/21. In total, 227 responses were provided by local residents and community groups. Survey outcomes were used by stakeholders to coproduce the LHS vision based on insight from local households on top priorities i.e. housing system should:</p> <ol style="list-style-type: none"> <li>1. Improve affordability</li> <li>2. Provide quality homes in good repair</li> <li>3. Offer homes that warm/affordable to heat</li> </ol> <p>Top housing challenges translated into LHS priorities for Shetland included:</p> <ol style="list-style-type: none"> <li>1. Shortage of social rented housing</li> <li>2. Affordability of housing options</li> <li>3. Limited housing options for young people, and families</li> <li>4. Shortage of properties for home ownership</li> <li>5. Fuel poverty</li> </ol>
<p>Evidence of unmet need</p>	<p>Yes – 2020 Shetland HNDA study</p>	<p>The Housing Need &amp; Demand Assessment provided a housing estimate that 929 additional homes is required over the next 10 years to meet the future housing needs of Shetland's population. This includes 391 households currently in housing need and who require to move to an alternative home. 55% of this housing requirement is for affordable housing tenures/45% for market housing tenures. Housing estimates by sub housing market areas are as follows:</p> <ul style="list-style-type: none"> <li>• Central Mainland HMA = 124</li> <li>• Lerwick &amp; Bressay HMA = 427</li> <li>• North Isles HMA = 80</li> <li>• North Mainland HMA = 97</li> <li>• South Mainland HMA = 122</li> <li>• West Mainland HMA = 46</li> </ul>
<p>Good practice guidelines</p>	<p>Yes: LHS Briefing 1-4/2020 Shetland HNDA study</p>	<p>HNDA evidence and Local Housing Systems Analysis to develop LHS evidence base has met the requirements of Local Housing Strategy Guidance (2019, Scottish government) and Housing Need &amp; Demand Assessment Practitioners Guide (2020, Centre for Housing Market Analysis)</p>
<p>Environmental data</p>	<p>Yes – LHS Briefing 2</p>	<p>Changeworks analysis reveals that 8% of Shetland's CO2 emissions are estimated to come from the domestic sector. Since 2005 there has been a 65% reduction in the emissions from domestic electricity with emissions from other domestic fuels remaining fairly static over the same period.</p>

**DV-41-22 Appendix A2**

		77-92% of all Shetland homes have an energy rating of D or lower. Scottish Government targets are that all homes should have an EPC rating of band C by 2033. Further reducing housing emissions through the Local Heat & Energy Efficiency Strategy will make an important contribution to the achievement of Shetland's Net Zero Route map
Risk from cumulative impacts	Yes	Failure of the LHS to address one housing system imbalance will impact on another e.g. failure to increase housing supply to meet 10-year housing estimates (929) will impact on (i) housing affordability pressures (1 in 2 households cannot access market entry point); (ii) pressures on specialist housing (150 households currently have unmet need for specialist housing); and (iii) rising homelessness/extended periods in temporary accommodation (average time to discharge the homeless duty in 2020/21 was 67 weeks - almost twice the Scottish average).
Other (please specify)	N/A	
Additional evidence required	N/A	Extensive HNDA evidence base has informed LHS development supplemented by Local Housing Systems Analysis

## **Identifying Impacts – the IIA Meeting**

Once the evidence has been collected the group should get together to go through it and identify possible impacts. The group needs to critically consider the possible impacts on different groups in the community. Your comments should focus on how the proposal will meet the needs of and impact on different groups and circumstances. There is a checklist on the following page to help you.

Before going through the checklist, consider:

### **What do you think will change as a result of this proposal?**

Now consider impacts on different groups of people:

### **Which groups will be affected?**

Now, go through the checklist to identify how different people could be affected differentially, and possible areas of impact.

Think about:

### **Who is likely to be directly affected by the proposal?**

### **Who is likely to be indirectly affected by the proposal?**

### **Is it likely that some people might be excluded from the proposal?**

<b>Group</b>	<b>Differential Impacts</b>
<b>SOCIAL</b>	
<b>Diversity</b>	
Age (consider across age ranges. This can include safeguarding, consent & child welfare)	<ul style="list-style-type: none"> <li>• Tackling housing induced poverty (LHS P1) makes an important contribution to reducing child poverty</li> <li>• LHS P4: In-situ interventions and housing options for older people will enable growing population to live independent and well</li> </ul>
Disability (consider attitudinal, physical & social barriers)	<ul style="list-style-type: none"> <li>• LHS P3: In-situ interventions and specialist housing options including wheelchair &amp; accessible targets will enable disabled people live independent and well</li> </ul>
Ethnic Minority (consider different ethnic groups, nationalities, language barriers)	<ul style="list-style-type: none"> <li>• As the LHS vision sets an ambition that 'Everyone in Shetland has access to a home which is connected, energy efficient and meets individual needs'; improving equality of housing opportunity inherently runs as a golden thread through every LHS action point.</li> <li>• LHS actions promote equality of housing opportunity for all including households with protected characteristics e.g. by                             <ul style="list-style-type: none"> <li>○ Improving housing affordability</li> <li>○ Increasing access to a range of housing options</li> <li>○ Increasing access to specialist housing options and services</li> <li>○ Targeted information, advice and support for vulnerable households at risk of housing sustainment</li> </ul> </li> </ul>
Gender	
Gender Reassignment (consider transgender & transsexual people. This can include issues such as privacy of data & harassment)	
Lesbian, Gay & Bisexual	
Marriage & Civil Partnership	
Pregnancy & Maternity (consider working arrangements, part-time working, infant caring responsibilities)	
Religion & Belief (consider people with different religions, beliefs or no belief)	
<b>Health</b>	
Mental Health & Wellbeing	<ul style="list-style-type: none"> <li>• LHS P3 Action: Promote and encourage delivery of flexible care models for mixed use client groups</li> <li>• Promoting placemaking (LHS P1) makes an important contribution to health &amp; wellbeing ensuing that housing connectivity to greenspace and community amenities is considered in investment of new and existing homes t</li> </ul>

**DV-41-22 Appendix A2**

Physical Activity	<ul style="list-style-type: none"> <li>LHS P1 Action: Encourage and support the delivery of place principles in the design and development of new build housing and existing stock (including access to quality green/open space)</li> </ul>
Substance use (tobacco, alcohol or drugs)	<p>The LHS seeks to build on successful service models and positive partnerships to improve housing pathways and choices for people in Shetland who use drugs and alcohol, as set out in the following action point:</p> <ul style="list-style-type: none"> <li>LHS P4 Action: Increase understanding and meet the housing needs of people who use drugs and alcohol by improving partnership working between the Recovery Hub, housing support services and other partners</li> </ul>
Affordable food & a healthy diet	<ul style="list-style-type: none"> <li>Tackling housing induced poverty (LHS P1) makes an important contribution to reducing child poverty/poverty</li> </ul>
Early Years	
<b>Socio-economic inequality</b>	
People with poor educational experiences	<p>The LHS is well aligned to the economic development agenda both in terms of the impact of housing construction but also creative inclusive workforce development opportunities</p> <ul style="list-style-type: none"> <li>LHS P1 Action: Develop a coherent, multi-agency workforce strategy for the construction sector in Shetland ensuring that skills development supports capacity for investment in new and existing homes.</li> </ul>
People unable to achieve or maintain employment, training, education	<ul style="list-style-type: none"> <li>Tackling housing induced poverty (LHS P1) makes an important contribution to reducing the impact of poverty for those on minimum/low incomes/not in employment, education or training.</li> </ul>
People with poor mental health	<ul style="list-style-type: none"> <li>LHS P3 Action: Consider core and cluster provision to provide effective and efficient supported housing for all key client groups (including people with poor mental health)</li> </ul>
People with substance misuse issues	<ul style="list-style-type: none"> <li>LHS P4 Action: Increase understanding and meet the housing needs of people who use drugs and alcohol by improving partnership working between the Recovery Hub, housing support services and other partners</li> </ul>



**DV-41-22 Appendix A2**

<p>People with chronic illness and/or disability</p>	<p>LHS P3 Actions make a positive contribution to meeting the housing needs of those with health, disability or frailty issues:</p> <ul style="list-style-type: none"> <li>• Set targets to increase the supply of wheelchair and accessible homes aligned to robust evidence of unmet housing need</li> <li>• Assemble and share current and trend information /analysis on unmet needs for specialist housing to improve multi-agency planning and future projections</li> </ul>
<p>Looked After Children</p>	<ul style="list-style-type: none"> <li>• LHS P3 Action: Develop a strategy that supports vulnerable young people to prepare for independent living and sustain tenancies in areas they want to live.</li> </ul>
<p>People at risk of homelessness</p>	<p>The framework of Actions under Priority 4: 'Preventing &amp; alleviating homelessness through housing options, information &amp; support' is focused entirely on proactively addressing homelessness risks</p>
<p>People who are not involved in their local community</p>	<p>Promoting placemaking (LHS P1) makes an important contribution to encouraging community engagement by improving the connection between people and place and improving participation in local community, reducing isolation</p> <ul style="list-style-type: none"> <li>• LHS P4 Action: Enable the development of community led support services/social networks for those at risk of homelessness in all areas of Shetland including remote and rural areas</li> </ul>
<p>Low income or workless households</p>	<ul style="list-style-type: none"> <li>• Tackling housing induced poverty (LHS P1) makes an important contribution to reducing the impact of poverty for those on low incomes or not in work</li> </ul>
<p>Young Parents</p>	<p>Aligned to feedback from residents that: 'Limited housing options for young people, and families' was a top 3 housing challenge on Shetland; improving housing access and choice by increasing the range of housing tenure options available to young people and families is a major aspect of LHS P1:</p> <ul style="list-style-type: none"> <li>• LHS P1 Action: Enable the delivery of affordable/mixed tenure housing development including mid-market, shared equity, serviced plots, self-build</li> </ul>

	<p>and options for intergenerational housing projects</p> <ul style="list-style-type: none"> <li>• LHS P1 Action: Use master planning sites (Knab/Staneyhill) to understand the optimum development mix to increase tenure options using learning outcomes to improve development planning across Shetland</li> </ul>
Ethnic minorities	LHS interventions promote equality of housing opportunity for all households including ethnic minority households
People in remote areas	Tackling housing induced poverty and increasing the supply of affordable housing (LHS P1) makes an important contribution to relieving the housing affordability pressures associated with living in a remote, rural location
<b>ECONOMIC</b>	
Education, Skills & Lifelong Learning	<p>The LHS is aligned to the learning and skills agenda by promoting inclusive workforce development opportunities</p> <ul style="list-style-type: none"> <li>• LHS P1 Action: Develop a coherent, multi-agency workforce strategy for the construction sector in Shetland ensuring that skills development supports capacity for investment in new and existing homes.</li> </ul>
Employment Business Development	<p>The LHS is well aligned to the economic development agenda both in terms of creating inclusive workforce development opportunities, addressing gaps in key worker housing and developing the Shetland economy more generally:</p> <ul style="list-style-type: none"> <li>• LHS P1 Action: Develop a coherent, multi-agency workforce strategy for the construction sector in Shetland ensuring that skills development supports capacity for investment in new and existing homes</li> <li>• LHS P1 Action: Ensure the housing component of the Island Growth Deal delivers positive outcomes for economically active households and supports local businesses to attract and retain staff, including the growth and development of the private rented sector</li> <li>• LHS P4 Action: Increase the supply of homes that are available to accommodate key workers</li> </ul>

<p>Encouraging Investment</p>	<p>A key focus of the LHS is to maximise investment in new and existing homes across Shetland, proactively encouraging housing investment by enhancing the capacity of the local construction industry to support housing delivery and maximising funding opportunities to increase housing supply:</p> <ul style="list-style-type: none"> <li>• LHS P1 Action: Develop a coherent, multi-agency workforce strategy for the construction sector in Shetland ensuring that skills development supports capacity for investment in new and existing homes</li> <li>• LHS P1 Action: Maximise investment via the SHIP and other sources (e.g. Rural &amp; Islands Housing Fund; Housing Infrastructure Fund) to deliver Housing Supply Targets</li> <li>• LHS P2 Action: Increase capacity and improve skills in the Shetland construction sector to develop workforce capability to achieve energy improvement targets</li> </ul>
<p>Financial Inclusion</p>	<ul style="list-style-type: none"> <li>• LHS P4 Action: Improve awareness of and access to financial inclusion and debt advice services, enabling early action for those at risk of or experiencing housing crisis</li> </ul>
<p><b>ENVIRONMENTAL</b></p>	
<p><b>Climatic Factors</b></p>	
<ul style="list-style-type: none"> <li>• Reduce Greenhouse Gas Emissions</li> </ul>	<p>A major aspect of LHS Priority 2 focuses on decarbonising Shetland's homes whilst improving energy efficiency and fuel consumption:</p> <ul style="list-style-type: none"> <li>• LHS P2 Action: Prepare and implement a housing net zero plan, aligned to the Local Heat and Energy Efficiency Strategy and Shetland Net Zero Route Map</li> <li>• LHS P2 Action: Overhaul the capital investment programme for Shetland Islands Council stock to adopt a Fabric First approach</li> </ul> <p>It is acknowledged that actions within the LHS to achieve net zero could have a negative impact on the capacity of and need for investment in Shetland's electricity infrastructure e.g. increased demand as a result of electric car charging/shift to electric</p>
<ul style="list-style-type: none"> <li>• Increase resilience to the effects of Climate Change</li> </ul>	

	based/low carbon heating will create pressures on the existing grid.
<b>Water</b>	
<ul style="list-style-type: none"> <li>• Maintain and improve the quality of water resources</li> </ul>	The alignment between the LHS and Local Development Plan creates a framework to ensure that housing related development is achieved in a sustainable manner which enhances water infrastructure
<ul style="list-style-type: none"> <li>• Ensure water resources are used effectively and sustainably</li> </ul>	
<b>Material Assets</b>	
<ul style="list-style-type: none"> <li>• Encourage the sustainable use and reuse of Shetland's material assets</li> </ul>	<p>A major aspect of LHS Priority 2 and 3 focuses on maximising the impact of existing housing assets through:</p> <ul style="list-style-type: none"> <li>• Repair, maintenance and improvement works (LHS P2)</li> <li>• Retrofitting to achieve energy efficiency targets (LHS P2)</li> <li>• Investment in in-situ solutions such as aids, adaptations and assistive technology to address housing unsuitability issues (LHS P3)</li> </ul>
<b>Biodiversity, flora and fauna</b>	
<ul style="list-style-type: none"> <li>• Conserve and enhance biodiversity, distinctive native species and habitats</li> </ul>	The alignment between the LHS and Local Development Plan creates a framework to ensure that housing related development is achieved in a sustainable manner which enhances biodiversity. The strong focus of the LHS on placemaking provides further opportunities to enhance biodiversity measures.
<b>Landscape and Cultural Heritage</b>	
<ul style="list-style-type: none"> <li>• Protect and enhance the character, diversity and special qualities of Shetland's Landscape, Seascape and cultural heritage</li> </ul>	A major aspect of LHS Priority 1 focuses on placemaking and enhancing the relationship between people and place by enhancing the character, diversity and special qualities of Shetland's landscape, seascape and cultural heritage.
<b>Population and Human Health</b>	
<ul style="list-style-type: none"> <li>• Promote opportunities that maximise the health and wellbeing of people and communities</li> </ul>	A major aspect of LHS Priority 1 focuses on the role of placemaking in building sustainable communities, as well supporting people and communities to:

<ul style="list-style-type: none"> <li>• Support thriving, healthy and resilient communities</li> </ul>	<ul style="list-style-type: none"> <li>• Access affordable housing and a wider range of housing tenures (LHS P1)</li> <li>• Tackle housing induced and child poverty (LHS P1)</li> <li>• Improve the quality, repair and energy efficiency of Shetland's homes (LHS P2)</li> <li>• Enable independent living at home or in a community setting (LHS P3)</li> <li>• Build capacity and resilience to achieve housing sustainment and reduce housing crisis (LHS P4)</li> </ul>
<p><b>Soil</b></p>	
<ul style="list-style-type: none"> <li>• Minimise contamination and safeguard and improve soil and peat quality</li> </ul>	<p>The alignment between the LHS and Local Development Plan creates a framework to ensure that housing related development is achieved in a manner which minimises contamination and safeguards/improves soil and peat quality</p>
<p><b>RURAL AND ISLANDS</b></p>	
<p>Is the policy likely to have a different impact in different areas / communities?</p>	<p>The LHS acknowledges that impacts/outcomes may differ across island and rural communities in Shetland according to the unique nature of each locality, community, housing stock profile access to resources (including fuel, transport and digital connections) and local economy. To address these differences, the LHS will fully align to a new place model currently being developed by Shetland Islands Council, the Scottish Futures Trust and Hub North Scotland, which aims to join up the planning and delivery of economic and social infrastructure investment including housing, planning, net zero, transport and Covid recovery.</p> <p>A shared commitment to community led-place making and land assembly (in LHS Action 1.5) will enable the design and delivery of housing solutions which reflect the needs and context of each place through co-production with residents and communities. This framework will be important in island communities, including islands with small populations, ensuring that housing planning and development is aligned to transport, connectivity and jobs. This approach fully aligns to the Islands with</p>

	<p>Small Populations Locality Plan which aims to increase the working age population and support island sustainability.</p> <p>The LHS tailors' interventions, wherever possible to meet housing need at a sub-area level, acknowledging the different areas and communities, will have their own specific context and challenges. Interventions targeted specifically at a sub-area level include:</p> <ul style="list-style-type: none"> <li>• increasing housing supply (LHS P1)</li> <li>• improving affordable warmth (particularly in areas where access to affordable or low emission fuel sources is limited) (LHS P2)</li> <li>• enabling residents to remain at homes for as long as possible by supporting independent living (LHS P3)</li> <li>• Promoting housing sustainment and preventing housing crisis (LHS P4)</li> </ul>
<p>Will the impacts be significant in rural and/or island areas? (factors that tend to differ by geography – particularly for island communities – include: Median Income, Cost of Living, Demographics, Community Participation (activity and impact), Employment Types, Educational Attainment</p>	<p>The LHS sets out Housing Supply Targets (HST) that will enable the delivery of new homes across Shetland based on evidence of unmet housing need and housing affordability pressures. This analysis takes into account demographic and income profiles at sub-areas including remote, rural or island localities/communities.</p> <p>HSTs are set for rural and island areas taking into account housing need, infrastructure capacity and land availability to ensure that housing investment is sustainable and tailored to each sub-population by housing tenure (e.g. split between affordable homes and market housing). For example, HSTs have been informed by evidence that in more rural HMAs (including islands with small populations), housing development is focused on self-build development on windfall sites, with historic completion rates indicating this accounts for 63% - 75% of all new homes. To enable the delivery of more housing and protect the character of rural and island communities, a broad tenure split of 40% affordable housing / 60% market</p>

## **DV-41-22 Appendix A2**

	housing is assumed in the North Isles, North Mainland and West Mainland HMAs to reflect the unique dynamics of housing delivery. This approach fully aligns to the Islands with Small Populations Locality Plan which aims to link increased housing delivery to transport, connectivity and jobs.
<b>STAFF</b>	
Full-time	The LHS is well aligned to people and skills development agendas both in terms creating an inclusive workforce development strategy for the housing construction sector but also in addressing gaps in key worker housing.
Part-time	
Shift workers	
Staff with protected characteristics	<ul style="list-style-type: none"> <li>• LHS interventions promote equality of housing opportunity for all households and staff including those with protected characteristics e.g. <ul style="list-style-type: none"> <li>○ Improving housing affordability</li> <li>○ Increasing access to a range of housing options</li> <li>○ Increasing access to specialist housing options and services</li> <li>○ Targeted information, advice and support for vulnerable households at risk of housing sustainment</li> </ul> </li> </ul>
Staff vulnerable to falling into poverty	

## **Summary of Impacts**

Having considered the evidence and critically considered the potential impacts, the group should decide whether it needs further evidence to determine likely impacts or make recommendations –

- If further evidence is to be gathered, this could be marked as an interim IIA and be finalised when this evidence has been gathered.
- If the evidence is considered to be sufficient the group should discuss and agree a summary of the positive and negative impacts identified and recommendations.

Look again at any negative impacts and think about:

**What actions are required to improve the proposal as a result of the IIA?**

**How will the proposal be monitored after full implementation and how will you ensure that the recommendations made in the IIA are effective?**

## DV-41-22 Appendix A2

**Have you planned reviews of the proposal? If so, how often and who will be responsible?**

**Remember** - If the proposal shows actual or potential unlawful discrimination you will only be able to meet your legal obligations under the duties by stopping, removing or changing the policy.

Then complete the IIA report form on the following page. This report must be included as an appendix to any Council report.

Please note that all IIAs are required to be published on the Council's website and so once completed, the report should be sent to Anna Sutherland.



## **IIA Outcomes Report**

<b>Name of Proposal</b>	<b>Shetland Islands Local Housing Strategy 2022-27</b>
<b>Description of Proposal</b>	<b>The Local Housing Strategy sets out the strategic direction, policies and plans that will enable Shetland Islands Council and partners to deliver high quality housing and housing services to meet the needs of local people in all housing tenures.</b>
<b>Lead Organisation / Partnership</b>	<b>Shetland Islands Council</b>
<b>IIA Lead Person</b>	<b>Anita Jamieson, Executive Manager, Housing Service</b>
<b>Date of IIA</b>	<b>3<sup>rd</sup> August 2022</b>

<b>IIA Group Members</b>
<p><b>Anita Jamieson, Executive Manager, Housing Service, SIC</b>  <b>Neil Grant, Director, Development Department, SIC</b>  <b>Monique Hunter, Senior Research &amp; Information Officer, Housing Service, SIC</b>  <b>Vaila Simpson, Executive Manager, Community Planning &amp; Development, SIC</b>  <b>Tommy Coufts, Executive Manager, Economic Development, SIC</b>  <b>Elizabeth Robinson, Public Health and Planning Principal, NHS Shetland</b></p>

<b>Recommendations from IIA</b>
<p><b>Positive Impacts</b></p> <p>The LHS vision also places housing at the centre of major ambitions for Shetland including:</p> <ul style="list-style-type: none"> <li>• improving housing access, choice and reducing inequality</li> <li>• providing quality homes in sustainable places where connectivity to jobs and local services is easy</li> <li>• ensuring everyone finds it easy and affordable to heat their home</li> <li>• supporting people to live independently and well at home for as long as possible</li> <li>• enabling people to avoid housing crisis and achieve housing sustainment.</li> </ul> <p>LHS actions and outcomes could achieve even greater positive impacts by:</p>

## **DV-41-22 Appendix A2**

- continued focus on the community based placemaking model as a mechanism to engage and improve participation of all people living in Shetland, including those experiencing social, health or financial disadvantage
- enhancing positive outcomes through a commitment to share learning and practice of successful planning, commissioning, delivery and engagement models
- leveraging positive economic outcomes beyond direct impacts of the construction sector achieving wider, indirect impacts on Shetland's supply chain and professional service sectors.

### **Negative Impacts**

It is acknowledged that actions within the LHS to achieve net zero could have a negative impact on the capacity of and need for investment in Shetland's electricity infrastructure e.g. increased demand as a result of electric car charging/shift to electric based/low carbon heating will create pressures on the existing grid.

Whilst the LHS is focused on reducing housing induced poverty by improving affordability and access to affordable housing; it is acknowledged that the current cost of living crisis and rising inflation will place many households at risk of financial hardship.

### **No Impacts**

### **Issues arising from IIA**

It will be necessary to pursue the following mitigations to ensure potential negative impacts arising from LHS delivery are avoided:

1. Engagement with electricity installers and the Scottish Government to ensure continued investment in Shetland's electricity infrastructure to support the shift to low carbon fuel sources
2. Continued investment in renewable energy sources
3. Targeted support and assistance during the cost of living crisis to low income and financially disadvantaged households including: *"Improved awareness of and access to financial inclusion and debt advice services, enabling early action for those at risk of or experiencing housing crisis"*