

Equality and Fairness Impact Assessment (EFIA) Form



If the 'policy or practice' (see definition below) you are developing or going to develop is assessed as relevant after undertaking the online screening process (the [Impact and Value Assessment \(IVA\)](#)) - that is, it will have either a positive or negative impact on people - you should complete an Equality and Fairness Impact Assessment (EFIA) using this form.

This form should only be completed if you have undertaken an [Impact and Value Assessment \(IVA\)](#) to screen whether a full Equality and Fairness Impact Assessment is required.

Complete this for all relevant policies or practices:

- '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:

- 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

Strategic Housing Investment Plan 2026/2027 to 2030/2031

Service and Division/Team

Economy and Place
Economy, Development and Planning
Place Strategies
Housing Strategy

Owner/Person responsible (include your name and position)

James Ross
Interim Team Leader, Housing Strategy/Affordable Housing Enabler

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

James Ross, Affordable Housing Enabler
Hannah Maclean, Planning and Policy Officer
Nicola Sworowski, Place Strategies Manager and Chief Planning Officer

Is the policy or practice being impact assessed new or existing?

The Strategic Housing Investment Plan is a 5-year plan that needs updated once a year and so this can be considered to be existing.

What are the main aims of the policy or practice?

The Strategic Housing Investment Plan sets out the investment priorities in affordable housing over a 5-year period. It seeks to achieve some of the outcomes identified in the local housing strategy.

Who are the main target groups/beneficiaries?

Those with a housing need.

What are the intended outcomes of the policy or practice?

The SHIP seeks to deliver on a number of LHS 22-27 outcomes, specifically related to the supply of new affordable housing.

This includes

deliver 210 new supply affordable homes

deliver 10% of new build affordable homes to wheelchair or adaptable standard

deliver new supply affordable homes to a rural (47%) urban (53%) split

deliver new supply affordable homes to a brownfield (50%) greenfield (50%) split

Section 2: Detail the positive and/or negative impacts, or tick to indicate no impact identified

Key questions to address in the EFIA

- Does the policy or practice evidence that it has eliminated discrimination?
- Does the policy or practice evidence that it has advanced equality of opportunity?
- Does the policy or practice evidence that it will foster good relations between groups?

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
- 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

Equality-protected characteristic: Age

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Older people (65 years and over)	The SHIP seeks to expand the range of housing options available with consideration made to those with varying needs, those with specific age-related conditions such as dementia, and to deliver 10% of new build homes to wheelchair or adaptable standard. The result of achieving such measures and targets will increase the supply of affordable homes that are suitable for people over 65 and therefore have a positive impact on this group.		

Equality-protected characteristic: Disability

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Physical disability	<p>The SHIP seeks to expand the range of housing options available with consideration made to those with varying needs, and to deliver 10% of new build homes to wheelchair or adaptable standard. The result of achieving such measures and targets will increase the supply of affordable homes that are suitable for people who have a physical disability and require support to live independently and therefore have a positive impact on this group.</p> <p>A safe, secure, suitable, affordable home is assessed as having a high impact on those who are provided with one. The security of tenure on these new supply properties also ensure that the benefit will be for the long term.</p>		
Sensory impairment	<p>The SHIP seeks to help deliver new supply affordable homes that are suitable for households with sensory impairment. The result of this will be that there are more affordable homes available for households with sensory impairment and therefore have a positive impact on this group.</p>		

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
	A safe, secure, suitable, affordable home is assessed as having a high impact on those who are provided with one. The security of tenure on these new supply properties also ensure that the benefit will be for the long term.		
Mental health	<p>The SHIP seeks to expand the range of housing options available with consideration made to those with independent living needs, including a mental health condition. The result of achieving such measures will increase the supply of affordable homes that are suitable for people who have mental health needs and require support to live independently and therefore have a positive impact on this group.</p> <p>A safe, secure, suitable, affordable home is assessed as having a high impact on those who are provided with one. The security of tenure on these new supply properties also ensure that the benefit will be for the long term.</p>		
Learning disability	The SHIP seeks to expand the range of housing options available with consideration made to those with		

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
	<p>independent living needs, including a learning disability. The result of achieving such measures will increase the supply of affordable homes that are suitable for people who have learning disabilities and require support to live independently and therefore have a positive impact on this group.</p> <p>Whilst there are no specific targets for the delivery of supported housing, the SHIP seeks to help deliver new supply supported affordable housing projects where evidence identifies they are needed. The result of this will be more affordable homes available for households with learning disabilities that seek to live independently in the community, with support. Therefore, this will have a positive impact on this group.</p> <p>A safe, secure, suitable, affordable home is assessed as having a high impact on those who are provided with one. The security of tenure on these new supply properties also ensure that the benefit will be for the long term.</p>		
Neurodivergent conditions	The SHIP seeks to expand the range of housing options available with consideration		

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
	<p>made to those with independent living needs, including those who are referred through Independent Living Panel. The result of achieving such measures will increase the supply of affordable homes that are suitable for people who may be diagnosed with a long-term health condition that requires support to live independently and therefore have a positive impact on this group.</p> <p>A safe, secure, suitable, affordable home is assessed as having a high impact on those who are provided with one. The security of tenure on these new supply properties also ensure that the benefit will be for the long term.</p>		

Equality-protected characteristic: Gender reassignment

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Male transitioning to female			x
Female transitioning to Male			x

Equality-protected characteristic: Marriage/Civil partnership

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Women			x
Men			x
Same-sex couple (male)			x
Same-sex couple (female)			x

Equality-protected characteristic: Pregnancy/Maternity/Paternity

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Women			x
Men (paternity)			x

Equality-protected characteristic: Race

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
View the list of categories used in Scotland's Census			x

Equality-protected characteristic: Religion/Belief

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
View the list of categories used in Scotland's Census			x

Equality-protected characteristic: Sex

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Female			x
Male			x

Equality-protected characteristic: Sexual orientation

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Lesbian			x
Gay			x
Bisexual			x
Other sexual orientation			x

Equality-protected characteristic: Socio-economic (fairness)**Please refer to Appendix 2 of accompanying guidance**

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Low Income	<p>The SHIP seeks to help deliver on the LHS 22-27 priorities of: providing more homes in sustainable places where connectivity to jobs and local services is easy; 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> <p>The SHIP also seeks to deliver on the LHS target of 210 new supply affordable homes. Increasing the supply of affordable homes provides greater opportunities for households to reduce their housing costs by paying affordable rent.</p>		
Material Deprivation	<p>The SHIP seeks to help deliver on the LHS 22-27 target of 210 new supply affordable homes. Increasing the supply of affordable homes provides greater opportunities for households to reduce their housing costs by paying affordable rent.</p>		

For any policies or practice specific to young people under the age of 16 years, a separate Children's Rights and Wellbeing Impact Assessment should be undertaken – view the [National Guidance](#).

Section 3: 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: Age

Specific characteristics	Action	Who is responsible	Date for completion
Older people (65 years and over)	Publish the Strategic Housing Investment Plan	Housing Strategy	31 October 2025
	Provide annual update on delivery of affordable housing	Housing Strategy	31 April 2025
	Provide quarterly update on delivery of affordable housing via LHS quarterly updates	Housing Strategy	12 October, 12 January, 12 April, 12 July 2025

Equality-protected characteristic: Disability

Specific characteristics	Action	Who is responsible	Date for completion
Physical disability	Publish the Strategic Housing Investment Plan	Housing Strategy	31 October 2025
	Provide annual update on delivery of affordable housing	Housing Strategy	31 April 2025
	Provide quarterly update on delivery of affordable housing via LHS quarterly updates	Housing Strategy	12 October, 12 January, 12 April, 12 July 2025
Sensory impairment	Publish the Strategic Housing Investment Plan	Housing Strategy	31 October 2025
	Provide annual update on delivery of affordable housing	Housing Strategy	31 April 2025
	Provide quarterly update on delivery of affordable housing	Housing Strategy	12 October, 12 January,

Specific characteristics	Action	Who is responsible	Date for completion
	via LHS quarterly updates		12 April, 12 July 2025
Mental health	Publish the Strategic Housing Investment Plan	Housing Strategy	31 October 2025
	Provide annual update on delivery of affordable housing	Housing Strategy	31 April 2025
	Provide quarterly update on delivery of affordable housing via LHS quarterly updates	Housing Strategy	12 October, 12 January, 12 April, 12 July 2025
Learning disability	Publish the Strategic Housing Investment Plan	Housing Strategy	31 October 2025
	Provide annual update on delivery of affordable housing	Housing Strategy	31 April 2025
	Provide quarterly update on delivery of affordable housing via LHS quarterly updates	Housing Strategy	12 October, 12 January, 12 April, 12 July 2025
Neurodivergent conditions	Publish the Strategic Housing Investment Plan	Housing Strategy	31 October 2025
	Provide annual update on delivery of affordable housing	Housing Strategy	31 April 2025
	Provide quarterly update on delivery of affordable housing via LHS quarterly updates	Housing Strategy	12 October, 12 January, 12 April, 12 July 2025

Equality-protected characteristic: Gender reassignment

Specific characteristics	Action	Who is responsible	Date for completion
Male transitioning to female	No action		
Female transitioning to male	No action		

Equality-protected characteristic: Marriage/Civil partnership

Specific characteristics	Action	Who is responsible	Date for completion
Women	No action		
Men	No action		
Same-sex couple (male)	No action		
Same-sex couple (female)	No action		

Equality-protected characteristic: Pregnancy/Maternity/Paternity

Specific characteristics	Action	Who is responsible	Date for completion
Women	No action		
Men (paternity)	No action		

Equality-protected characteristic: Race

Specific characteristics	Action	Who is responsible	Date for completion
View the list of categories used in Scotland's Census	No action		

Equality-protected characteristic: Religion/Belief

Specific characteristics	Action	Who is responsible	Date for completion
View the list of categories used in Scotland's Census	No action		

Equality-protected characteristic: Sex

Specific characteristics	Action	Who is responsible	Date for completion
Female	No action		
Male	No action		

Equality-protected characteristic: Sexual orientation

Specific characteristics	Action	Who is responsible	Date for completion
Lesbian	No action		
Gay	No action		
Bisexual	No action		
Other sexual orientation	No action		

Equality-protected characteristic: Socio-economic (fairness)

Please refer to Appendix 2 of accompanying guidance

Specific characteristics	Action	Who is responsible	Date for completion

Section 4: Evidence

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.

Information/evidence gained and used to shape this policy or practice	List details, source and date (continue on a separate sheet if necessary – please advise if this has been done)
Community consultation/engagement outcomes from individuals and organisations - this usually includes formally arranged contact with individuals, community groups, third sector and other relevant interest groups	The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to. LHS 2022-27 Equality Impact Assessment
Employee involvement/consultation feedback (for example survey, focus groups)	The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to. LHS 2022-27 Equality Impact Assessment
Research and information list main sources	The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to. LHS 2022-27 Equality Impact Assessment
Officer knowledge and experience	The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to. LHS 2022-27 Equality Impact Assessment
Equality monitoring data	The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to. LHS 2022-27 Equality Impact Assessment

Information/evidence gained and used to shape this policy or practice	List details, source and date (continue on a separate sheet if necessary – please advise if this has been done)
Service user feedback (including customer contact, services and complaints)	<p>The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to.</p> <p>LHS 2022-27 Equality Impact Assessment</p>
Partner feedback	<p>The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to.</p> <p>LHS 2022-27 Equality Impact Assessment</p>
Other - this may be information gathered in another Council area, nationally or in partner organisations which is considered to have relevance	<p>The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to.</p> <p>LHS 2022-27 Equality Impact Assessment</p>

Section 5: Consultation/Engagement

Consultation with key stakeholders must be undertaken throughout the EFIA process. 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. You may wish to refer to the [Council's Consultation Guidance](#).

The Consultation/Engagement process can also help **identify or agree changes** that need to be made to ensure the policy or practice will be inclusive on implementation and future practice.

The Equalities Team Leader (email 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.

Continue on a separate sheet(s) if necessary – please advise if this has been done.

Equality-protected characteristic: Age

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Older people (65 years and over)		The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to. LHS 2022-27 Equality Impact Assessment

Equality-protected characteristic: Disability

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Physical disability		The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to. LHS 2022-27 Equality Impact Assessment

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Sensory impairment		The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to. LHS 2022-27 Equality Impact Assessment
Mental health		
Learning disability		The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to. LHS 2022-27 Equality Impact Assessment
Neurodivergent conditions		The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to. LHS 2022-27 Equality Impact Assessment

Equality-protected characteristic: Gender reassignment

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Male transitioning to female		
Female transitioning to male		

Equality-protected characteristic: Marriage/Civil partnership

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Women		
Men		

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Same-sex couple (male)		
Same-sex couple (female)		

Equality-protected characteristic: Pregnancy/Maternity/Paternity

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Women		
Men (paternity)		

Equality-protected characteristic: Race

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
View the list of categories used in Scotland's Census		

Equality-protected characteristic: Religion/Belief

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
View the list of categories used in Scotland's Census		

Equality-protected characteristic: Sex

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Female		
Male		

Equality-protected characteristic: Sexual orientation

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Lesbian		
Gay		
Bisexual		
Other sexual orientation		

Equality-protected characteristic: Socio-economic (fairness)

Please refer to Appendix 2 of accompanying guidance

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Socio-economic (fairness)		<p>The SHIP seeks to deliver on outcomes and targets set out in the LHS 22-27 and so the information/evidence contained in this strategy should be referred to.</p> <p>LHS 2022-27 Equality Impact Assessment</p>

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 (**highlight the one you are recommending as a result of your Impact Assessment**):

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.

Section 7: Authorising the assessment

The following signatures are required:

Lead Officer Responsible

Signed by hand

Name Elaine Ritchie

Date 26 September 2025

Quality Assured by Perth and Kinross Council Equality and Fairness Impact Assessment trained officer (within service)

Signed David McPhee

Name via email

Date 23 September 2025

Section 8: Publishing the assessment

The completed and authorised EFIA should be added to the relevant section on the [Council website](#).

Date action completed: 1 October 2025

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.