

# Integrated Impact Assessment – Summary Report

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Each of the numbered sections below must be completed.

Please state if the IIA is interim or final – Final Report

## 1. Title of proposal

Strategic Housing Investment Plan (SHIP) 2026/27 – 2030/31

## 2. What will change as a result of this proposal?

SHIPS are submitted to the Scottish Government annually and identify the projects which will be included in the Affordable Housing Supply Programme annual Strategic Local Programme Agreements. This is a requirement for all local authorities, and the SHIP is subject to approval at Housing, Homelessness and Fair Work Committee.

The SHIP identifies a potential development programme of around 8,000 new affordable homes over a five-year period, with around 6,200 of these requiring grant funding through the Affordable Housing Supply Programme (AHSP). The SHIP would be funded through a mix of grant funding, RSLs' private borrowing, finance raised by private developers, institutional investment, developer contributions and Housing Revenue Account (HRA) funding.

These would require an additional £265m of grant funding over five years, assuming grant funding remains at current levels, c£45m per year.

The number of approvals noted in this SHIP are c1,000 less than in the previous year's SHIP, with projected completions being at levels similar to last year. The additional funding required over the SHIP period 2026-31, £265m, is less than the £490m gap reported in the last SHIP. There are however higher numbers of approvals in the latter years of this SHIP, indicating a level of caution from delivery partners whilst funding remains uncertain for future years.

## 3. Briefly describe public involvement in this proposal to date and planned

All projects within the SHIP are subject to consultation with the local community through the Planning process. The delivery of more affordable homes in Edinburgh will have a positive impact on communities.

The consultation with the community on proposed new housing developments is published and the feedback is considered when Development Management Sub Committee determine whether to approve or refuse a planning application. This consultation is undertaken by the planning applicant not the Council.

All developing RSLs have been involved in producing the SHIP and will be prominent in delivering the housing projects contained within.

In April 2025 the Council launched a [public consultation](#) on the non-statutory elements of the Council's "[Draft Affordable Housing Policy Guidance 2025](#)". This sought views on the priority of affordable housing tenures, the process for commuted sums and whether lower priority on-site housing tenures was preferable to the payment of commuted sums in lieu of onsite affordable housing. The updated [Affordable Housing Policy Guidance](#) was approved by Planning Committee on 12 November 2025.

The Council hosted an Accessible Housing Summit on 22 April 2025. The event brought together around 70 attendees, including officers from Housing and Homelessness, Planning, Building Standards and Children's Services, colleagues from Edinburgh Health and Social Care Partnership, members of Housing, Homelessness and Fair Work Committee, Registered Social Landlord partners and third sector and private sector organisations.

Extensive consultation has taken place as part of the [Local Housing Strategy](#) and the [Housing Emergency Action Plan \(HEAP\)](#).

#### **4. Is the proposal considered strategic under the Fairer Scotland Duty?**

Yes.

The Fairer Scotland Duty came into force in April 2018 (Equality Act 2010, Part 1). This duty places a responsibility on the public sector to reduce inequalities of outcome, caused by socio-economic disadvantage, when making strategic decisions and to have due regard to the need to eliminate discrimination, harassment, victimisation and advance equality of opportunity for people with protected characteristics (as defined in the Act) i.e. Age, Disability, Sex, Pregnancy and Maternity, Gender reassignment, Sexual orientation, Race, Religion and Belief, and Marriage and Civil Partnership.

#### **5. Date of IIA**

11 November 2025

**6. Who was present at the IIA? Identify facilitator, lead officer, report writer and any employee representative present and main stakeholder (e.g. Council, NHS)**

Name	Job Title	Date of IIA training
Jamie Ramsay	Senior Housing Development Officer (Project Lead)	
Ada Yiu	Senior Housing Development Officer	22 May 2019
Blair Davidson	Housing Development Officer (Report Writer)	
Christopher Glover	Housing Development Officer	10 Feb 2025
Alex Blyth	Programme Manager (Facilitator)	

## 7. Evidence available at the time of the IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
Data on populations in need – where available use disaggregated data	<p>Housing Need and Demand Assessment (HNDA3)</p> <p>Rapid Rehousing Transition Plan (RRTP) Update Reports &amp; Local Housing Strategy</p> <p>NEC Housing Data</p> <p>Number of households currently registered with EdIndex and average number of bids per property</p>	<p>Edinburgh is a growing city and one of the most highly pressured housing markets in the country. The latest Housing Need and Demand Assessment (HNDA3), shows the need for between 36,000 to 52,000 homes in Edinburgh between 2021-2040. It is estimated that between 24,000 to 35,000 of those homes should be affordable.</p> <p>Edinburgh had the highest number of open homeless cases in Scotland at the end <a href="#">of March 2025</a>. As of October 2025, there were over 8,566 open homeless cases in Edinburgh, Scotland.</p> <p>The number of households in temporary accommodation in Edinburgh in October 2025 was 5,281.</p> <p>List of all households seeking re-housing and what property size they require can be regularly generated by internal reporting.</p> <p>There are 302 households (on average) bids for homes advertised through Key to Choice and there are approximately 28,654 households are currently registered with EdIndex. The table below shows the number of households seeking re-housing and their respective priorities as at 11 November 2025.</p>

<b>Evidence</b>	<b>Available – detail source</b>	<b>Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal</b>
	<p>End Poverty in Edinburgh Annual Progress Report – 2025</p>	<p>Below are the numbers of EdIndex applicants seeking re-housing in Edinburgh by client group</p> <p>Gold Priority = 413      Silver Priority Homeless = 8061      Demolition &amp; Officer Panel = 229      Overcrowding = 1208      Under Occupation = 159      Waiting Time = 18584      Total = 29654</p> <p>There has been little change in poverty rates: 17% of people in Edinburgh were living in poverty in 2024, including 20% of all children. That represents 89,000 people in total, including 18,000 children.</p> <p>Key among the Edinburgh Poverty Commission's findings are that there is no solution to poverty in Edinburgh without resolving the city's housing and homelessness crisis.</p> <p>Homelessness and access to affordable housing continues to be the biggest and most visible driver of poverty in Edinburgh in 2025. Priorities noted by the Poverty Commission Findings include: continuing to address the housing crisis; the experience of seeking help less painful, less complex, more humane, and more compassionate; designing and making decisions with and alongside people with lived experience of poverty; embedding prevention and third sector reforms and continuing to invest in raising the capacity of the workforce to understand and support people in poverty.</p>

<b>Evidence</b>	<b>Available – detail source</b>	<b>Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal</b>
Data on service uptake/access	Y	As outlined above, there is a high demand for permanent, affordable homes for households in housing need.
<p>Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation</p> <p>The <a href="#">Edinburgh Poverty Commission</a></p>	<p>Scottish Index of Multiple Deprivation (SIMD)</p>	<p>There are disparities across the city with pockets of poverty, low income and multiple deprivation. Around 29,500 people in Edinburgh live in the most deprived 10% of areas in Scotland. This represents around 5% of Edinburgh total population. The next SIMD update report is due to be published in 2026.</p> <p>The SIMD data shows that many of the Council's homes are situated in the most deprived areas in the city / Scotland. 70-80% of Council tenants get help through Housing Benefits or Universal Credit housing element to pay for their rent.</p> <p>Shows clearly where people with the highest multiple deprivation factors are living. This is considered when new housing developments or improvement of existing affordable homes is planned. An updated report is scheduled to be published in 2026.</p> <p>More than 80,000 of Edinburgh's citizens live in poverty, including almost one in four of all children. An increasing number of citizens rely on foodbanks. Several groups and household types show a higher-than-average risk of poverty, including social housing tenants.</p> <p>The SIMD evidences that several areas with predominantly social rented homes in Edinburgh are listed in the top 10% of the most deprived areas in Scotland.</p>
Data on equality outcomes	City Plan 2030 IIA	The social, economic and physical environmental conditions in Edinburgh are variable. In general, the population of Edinburgh enjoys a high standard of

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	Accessible Housing Study (2022)	<p>health. Average life expectancy is high with females living 81.1 years and males living to 77.1 years. However, there are significant inequalities in general health and mortality rates between different neighbourhoods within the city. (City Plan 2030 IIA). The majority of affordable housing provision in Edinburgh is in areas with low SIMD scores and supports regeneration in those areas.</p> <p>As part of the Accessible Housing Study (2022), 92% of survey respondents were very or fairly satisfied with their home and how it meets their needs. In the same study, 42% of households who noted they have a health condition or disability stated that their current home does not meet the needs of their household. Furthermore, 53% of households with a health condition or disability are having trouble managing stairs at home.</p>
Research/literature evidence	<p>Scottish Index of Multiple Deprivation (SIMD)</p> <p>Edinburgh Council City Plan 2030</p> <p>South East Scotland Housing Need and Demand Assessment 3 (HNDA)</p> <p>HARSAG recommendations, Scottish Government Ending</p>	<p>As summarised in data on socio-economic outcomes above.</p> <p>Extensive data on Edinburgh's population now and into the future and the location of proposed areas of land where housing development is supported.</p> <p>As noted above re data on populations in need.</p>

<b>Evidence</b>	<b>Available – detail source</b>	<b>Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal</b>
	<p>Homelessness Together Action Plan (Nov 2018)</p> <p>NEC Housing and Homelessness Data</p>	<p><a href="#"><u>HARSAG recommendations</u></a>, Scottish Government Ending Homelessness Together Action Plan (Nov 2018), CEC's Rapid Rehousing Transition Plan (RRTP) and the Local Housing Strategy (LHS).</p> <p>Regular internal reporting providing data on households in need including those in temporary accommodation, homeless households not in temporary accommodation, gold priority, overcrowding, under occupation and exceptional housing need.</p>
<p>Public/patient/client experience information</p>	<p>Data available on Planning Portal detailing consultation responses for individual planning applications that include affordable housing provision.</p> <p><a href="#"><u>2025/26 Budget Consultation Survey</u></a></p> <p>Affordable Housing Policy</p>	<p>The consultation with the community on proposed new housing developments is published and the feedback is considered when Development Management Sub Committee determine whether to approve or refuse a planning application.</p> <p>There were 773 responses to the survey and the results showed that the building of new social rented homes remains a</p>

<b>Evidence</b>	<b>Available – detail source</b>	<b>Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal</b>
	(AHP) Guidance 2025	<p>high priority for tenants, second only to delivering and improve housing management and repairs and maintenance services.</p> <p>In April 2025 the Council launched a <a href="#">public consultation</a> on the non-statutory elements of the Council's "<a href="#">Draft Affordable Housing Policy Guidance 2025</a>". This sought views on the priority of affordable housing tenures, the process for commuted sums and whether lower priority on-site housing tenures was preferable to the payment of commuted sums in lieu of onsite affordable housing. The updated <a href="#">Affordable Housing Policy Guidance</a> was approved by Planning Committee on 12 November 2025.</p>
<p>Evidence of inclusive engagement of people who use the service and involvement findings.</p>	<p>2025/26 Budget Consultation Survey</p> <p>RSL Delivery Partner Engagement on SHIP sites</p> <p>Engagement undertaken as</p>	<p>As noted above, questions asked of tenants about investment priorities.</p> <p>All developing RSLs have been involved in producing the SHIP and will be prominent in delivering the housing projects contained within. Regular programme meetings are undertaken with delivery partners to monitor specific project progress and a quarterly meeting</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	<p>part of Local Housing Strategy (LHS)</p> <p>Engagement as part of the Housing Emergency Action Plan (HEAP)</p> <p>Affordable Housing Policy (AHP) Consultation</p>	<p>with Development Directors takes place to share best practice and ideas.</p> <p>A number of engagement events, along with an early engagement survey were undertaken to help inform the development of Edinburgh's <a href="#">Local Housing Strategy (LHS)</a>. Whilst individual events were focused on a variety of topics, the issue of affordable housing supply and funding mechanisms was a prevailing subject raised by stakeholders across the sessions.</p> <p>On 2 November 2023, the City of Edinburgh Council declared a Housing Emergency. On 5 December 2023, Housing, Homelessness and Fair Work Committee approved a report that contained key actions deemed necessary to respond to the housing emergency. Following the meeting on 5 December 2023, 14 workshops and briefings were undertaken with stakeholders across various sectors and professions to gauge views on the actions and priorities needed to respond to the housing emergency.</p> <p>A series of consultation events took place to inform the proposed refreshed <a href="#">HEAP</a> that was approved by Housing, Homelessness &amp; Fair Work Committee on 13 June 2025. This included one initial online event with key partners from EdIndex, Edinburgh Affordable Homes Partnership and the Strategic Homeless Action Partnership. This session informed the format of the subsequent consultation sessions. A further four in person sessions took place between the 15 and 24 April 2025.</p>

<b>Evidence</b>	<b>Available – detail source</b>	<b>Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal</b>
		As noted in public/patient experience summary.
Evidence of unmet need	EdIndex Rehousing Register	<p>Below are the numbers of EdIndex applicants seeking re-housing in Edinburgh by client group</p> <p>Gold Priority = 413      Silver Priority Homeless = 8061      Demolition &amp; Officer Panel = 229      Overcrowding = 1208      Under Occupation = 159      Waiting Time = 18584      Total = 29654</p>
	Edinburgh Council's Rapid Rehousing Transition Plan (RRTP) and LHS	<p>The RTP was mainstreamed into the Local Housing Strategy (LHS) in June 2025, with any ongoing actions being carried forward as part of this work along with any newly identified actions. This was one of the Housing Emergency Action Plan actions and will ensure that there is one coherent strategy covering housing and homelessness in the city.</p> <p>There is a high demand for social rented housing with an average of 302 households bidding for every social rented home that becomes available for let. Edinburgh has one of the lowest proportions of social housing in Scotland with only 14% of homes for social rent compared to the national average of 23%. The RTP targets for lets to homeless households was a minimum of 70% and a minimum of 50% of social lets from RSL partners. Through the Housing Emergency Action Plan, this has increased the percentage of lets to homeless households from 71% to 80% (Council social rented homes) and 55% to 65% (RSL social rented homes).</p>

<b>Evidence</b>	<b>Available – detail source</b>	<b>Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal</b>
	<p>Housing Emergency Action Plan (HEAP)</p>	<p>An Early Intervention team was established in December 2023 with the aim of preventing homelessness at the earliest opportunity. To do this the team reach out to all households who contact homelessness services who are not immediately roofless and offer an appointment with the Early Intervention Team to identify opportunities to prevent homelessness.</p> <p>In 2024/25, the team supported 384 households to prevent homelessness and have prevented 216 households so far in 2025/26.</p> <p>A PRS Team was established to reduce the growing number of people becoming homeless from the private rented sector, and to collaborate with private landlords and lettings agents to establish PRS and Mid-Market Rents as viable housing options for homeless households. The team prevented homelessness for 498 households in 2024/25 and have so far prevented 222 households from becoming homeless in 2025/26.</p> <p>Following approval of the <a href="#">HEAP</a> on 13 June 2025, an integrated programme plan has been developed and was agreed by committee in September 2025. This outlines key project tasks and provides a high-level overview of progress to date for each of the HEAP actions, as well as an indication of timescales where applicable and a note of the key partners involved in progressing actions. This is a live programme document and will continue to evolve during the course of the Housing Emergency.</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
Good practice guidelines	<p>Scottish Government Strategic Housing Investment Plan guidance note MHDGN 2025/01</p> <p><a href="#"><u>Affordable Housing Policy (AHP) Guidance</u></a></p>	<p>Guidance for all Local Authorities in Scotland on preparing SHIP reports.</p> <p>The SHIP is updated annually and submitted to the Scottish Government once approved by Housing, Homelessness &amp; Fair Work Committee.</p> <p>This sets out the definition of affordable housing and those tenures that are approved as Affordable Housing in Edinburgh.</p>
Carbon emissions generated/reduced data	2019 Carbon Modelling Study	<p>In 2019 Edinburgh Council commissioned Napier university to do carbon modelling in relation to existing and new homes. It was estimated that the addition of 10,000 new affordable homes (to silver standard), would increase overall CEC housing emissions by +9%, whilst increasing the number of overall homes by 50%. However, in reality this increase would be less as the Council is seeking to go beyond silver and achieve net zero carbon.</p>
Environmental data	Y	As above
Risk from cumulative impacts		n/a
Other (please specify)		n/a
Additional evidence required		n/a

## 8. In summary, what impacts were identified and which groups will they affect?

<b>Equality, Health and Wellbeing and Human Rights and Children's Rights</b>	<b>Affected populations</b>
<p><b>Positive</b></p> <p>The delivery of high quality, affordable homes as set out in this report will have a positive impact on helping to end poverty and tackle homelessness positively contributing to equality, health and wellbeing.</p> <p>By providing homes that are built to strict energy efficiency standards and building standards, this will help to provide secure, well insulated properties that reduce heating and energy costs for tenants. Increased access to affordable housing and well-designed, safer and cleaner communities will contribute to improved health and provide homes which are physically accessible.</p> <p>The majority of new build properties delivered by the Council and its housing association partners are accessible for people of limited mobility, meaning particular needs and housing requirements can often be met through allocation of a standard general needs property (Housing for Varying Needs standards are currently being reviewed with work being led by the Scottish Government), having a positive impact on equality, health and wellbeing.</p> <p>The current, long-standing, target of 10% wheelchair accessible homes for affordable housing has been retained and reflects the fact that the affordable sector currently delivers more wheelchair housing than the private sector. The SHIP 2026-31 pipeline includes 6% fully wheelchair accessible homes (6% of the grant funded programme) that could be approved over the next five years. These figures are below the long-standing target of 10% provision for affordable housing. It is however important to note that many of the projects proposed in the SHIP are in varying stages of the planning process and as such, the housing mix, form type and design features are yet to be determined. The delivery of these homes will impact positively on equality, health and wellbeing and human rights and children's rights.</p> <p>In addition to wheelchair accessible homes, the SHIP also includes other forms of specialist provision including housing for older people, amenity housing and housing for those with mental health and learning disabilities. The wider specialist housing provision</p>	<p>Home seekers with general needs, varying and complex needs and different economic status.</p> <p>People with protected characteristics</p>

<b>Equality, Health and Wellbeing and Human Rights and Children's Rights</b>	<b>Affected populations</b>
<p>accounts for 13% of the grant funded programme. This includes 140 units aiming to be delivered in conjunction with Health &amp; Social Care to provide housing for people with mental health conditions and for those with Learning Disabilities impacting positively on equality, health and wellbeing.</p> <p>In addition to building new homes to meet changing and varying needs, the SHIP includes grant funding for RSLs to carry out adaptations to homes. This enables people to remain in their own homes and live independently. Adaptations continue to be a strategic housing investment priority. Each year a budget in the region of £900,000 supports over 400 adaptations within RSL homes. This budget has been retained at previous levels for 2025/26. Adaptations to Council homes are funded from the Housing Revenue Account and will have a positive impact</p>	
<p><b>Negative</b></p> <p>Building activities may cause disruption to existing residents through noise or congestion from construction vehicles. The Council enforces 'commercial and construction noise' guidance to enforce time restrictions over evenings and weekends to minimise disruption to local residents.</p> <p>By prioritising support for homeless households, other vulnerable groups may be adversely impacted as more lets may go to homeless households.</p> <p>The RRTP / LHS may foster negative relations between people with protected characteristics due to the volume of social housing lets being allocated to this group.</p>	<p><b>City-wide</b></p> <p>This includes but is not limited to people who are vulnerable due to Age, Sex, Race and Disability</p> <p>People who are homeless</p>

<b>Environment and Sustainability including climate change emissions and impacts</b>	<b>Affected populations</b>
<p><b>Positive</b></p> <p>The affordable house-building programme seeks to maximise delivery of homes on brownfield sites, reducing pressure on Edinburgh's green belt.</p>	<p><b>City Wide</b></p>

<b>Environment and Sustainability including climate change emissions and impacts</b>	<b>Affected populations</b>
<p>Building more homes will inevitably produce more carbon, however, all new developments are required to meet minimum Building Regulations, which contain stringent targets for meeting certain energy efficiency standards. Since November 2020, all new build Council homes have been designed to achieve net zero operational emissions. These energy efficiency standards are crucial in moving Edinburgh towards a net zero city by 2030, along with reducing heating and energy costs for tenants. This plays a key role in meeting statutory EESH2 targets by 2032 by reducing poor energy efficiency as a driver for fuel poverty.</p> <p>Council and RSL house building partners are working to sustainability principles which promote local material sourcing, recycling, insulation standards, and renewable energy. The environmental impact of individual projects is currently assessed through the planning process.</p> <p>The Scottish Government has made a commitment that all new homes which are granted consent from 2024 must use heating systems that produce zero direct emissions at the point of use. This means that new homes will not be able to use fossil fuels such as gas or oil and could involve the installation of low or zero-emissions systems for individual homes or connection to a local heat network.</p> <p>The adoption of the City Plan 2030 with the National Planning Framework 4 provides a policy framework that ensures buildings, and the surrounding landscapes are designed to support these emergencies. The future designs will help mitigate the impact of carbon through sequestration and the landscape design will be checked through the planning process to ensure consideration of climate adaptation challenges e.g. surface water flooding, increasing intensity and volume of water, drought tolerant species etc. The buildings will also be designed to take account of heat and drainage challenges that the changing climate is creating.</p> <p>Protecting, restoring and encouraging nature will also be considered in the design of the buildings (for example swift bricks) and the surrounding landscape.</p>	

<b>Environment and Sustainability including climate change emissions and impacts</b>	<b>Affected populations</b>
<p>The planning process also considers the selection and structure of the proposed landscape design to maximise the future habitat provision, whilst creating a safe, attractive place for future residents to enjoy.</p> <p>Energy efficiency standards are already in place for new affordable housing in Scotland. All new developments are required to meet minimum Building Regulations, which contain stringent targets for meeting certain energy efficiency standards. The Council's own house building programme is leading by example in terms of sustainable development. A design brief has been produced that will ensure all new build homes are designed to achieve net zero carbon operational emissions. The net zero carbon design brief has been in place since November 2020 and follows a fabric first approach, allowing the design and construction to be tailored to meet the requirements of the site and to select the most appropriate low carbon heating solution.</p> <p>Following the EESSH2 review the Scottish Government is introducing a new Social Housing Net Zero Standard (SHNZS) to replace the existing Energy Efficiency Standard for Social Housing 2 (EESSH2). The new standard aims to align social housing with Scotland's ambitious 2045 net zero emissions target. This will apply to both new and existing homes. Changes away from fossil fuels will seek to help to reduce the pressures of higher energy bills, as well as to reduce carbon emissions.</p>	
<p><b>Negative</b></p> <p>The SHIP 2026-31 outlines some potential development on greenfield sites despite priority being for brownfield development.</p>	<p><b>City Wide</b></p>

<b>Environment and Sustainability including climate change emissions and impacts</b>	<b>Affected populations</b>
<p>Domestic sector emissions account for 30% of Edinburgh's overall emissions (2022). Council housing represents 8.6% of homes but only 5.3% of domestic sector emissions or 1.9% of Edinburgh's overall emissions (as of 2021).</p> <p>Based on modelling carried out by Napier University in 2019 (during the creation of the Council's Housing Suitability Strategy) It was estimated that the addition of 10,000 new affordable homes (to silver standard), would increase overall CEC housing emissions by +9%, whilst increasing the number of overall homes by 50%. However, this increase would be less as the Council is seeking to go beyond silver and achieve net zero carbon.</p>	

<b>Economic</b>	<b>Affected populations</b>
<p><b>Positive</b></p> <p>The aspiration to deliver 25,000 affordable homes by 2027 would generate additional investment in the local and national economy.</p> <p>The Council has a policy for sustainable procurement, this is a process whereby organisations meet their needs for goods, services and works in a way that accomplishes good value for money on a whole life basis and provides benefits not only for the organisation but also for society, economy and the environment</p> <p>The terms of AHSP grant offers require grant applicants to adhere to the Fair Work First guidelines as set out by the Scottish Government. These include appropriate channels for effective voice, such as trade union recognition, investment in workforce development and offer flexible and family friendly working practices for all workers from day one of their employment. There should be no inappropriate use of zero hours contracts, action should be taken to tackle the gender pay gap and create a more diverse and inclusive workplace, payment of the real Living Wage and opposing the use of fire and rehire practice. Supporting evidence of Fair Work First adherence must be provided by grant applicants before an offer of grant can be considered.</p>	<p>City Wide</p>

Economic	Affected populations
<b>Negative</b>	
None Identified	

**9. Is any part of this policy/ service to be carried out wholly or partly by contractors and if so how will equality, human rights including children's rights, environmental and sustainability issues be addressed?**

Terms of grant offers to developers for affordable housing include providing community benefits. If any element requires procurement to be undertaken for the programme, the Council has a [Sustainable Procurement Policy](#). The policy commits us to consider the true costs of what we buy, using government buying standards for selecting sustainable goods and securing community benefits such as work and training places for local people through our contracts.

Sustainable procurement is a process whereby organisations meet their needs for goods, services and works in a way that accomplishes good value for money on a whole life basis and provides benefits not only for the organisation but also for the society, economy and the environment.

Terms of grant offers also require grant applicants to adhere to the Fair Work First guidelines as set out by the Scottish Government. These include appropriate channels for effective voice, such as trade union recognition, investment in workforce development and offer flexible and family friendly working practices for all workers from day one of their employment. There should be no inappropriate use of zero hours contracts, action should be taken to tackle the gender pay gap and create a more diverse and inclusive workplace, payment of the real Living Wage and opposing the use of fire and rehire practice.

**10. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.**

The report will be published on the Council's website for the public and stakeholders to view subject to approval.

The Council is a member of 'Happy to Translate' supporting engagement with

customers who have little or no written English. All communication is provided in the format requested.

The consultation with the community on proposed new housing developments is published and the feedback is considered when Development Management Sub Committee determine whether to approve or refuse a planning application.

**11. Is the plan, programme, strategy or policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a Strategic Environmental Assessment (SEA) will be required and the impacts identified in the IIA should be included in this. See section 2.10 in the Guidance for further information.**

A Strategic Environmental Assessment ([SEA](#)) was completed as part of City Plan 2030 which presents the housing development sites in the city.

**12. Additional Information and Evidence Required**

If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.

**13. Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) Please complete:**

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and job title)	Deadline for progressing	Review date
To continue discussions with the Convention of Scottish Local Authorities (COSLA) and Scottish Government seeking a review of the TMDF allocation, seeking to increase Edinburgh's allocation of funding to support affordable housing delivery.	Housing & Homelessness Strategy	Ongoing	Ongoing
To maintain a regular dialogue with Scottish Government to continue to seek additional funding to support the pipeline of	Housing & Homelessness Strategy	Ongoing	Ongoing

<b>Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)</b>	<b>Who will take them forward (name and job title)</b>	<b>Deadline for progressing</b>	<b>Review date</b>
development projects within the SHIP			

**14. Are there any negative impacts in section 8 for which there are no identified mitigating actions?**

No

**15. How will you monitor how this proposal affects different groups, including people with protected characteristics?**

The SHIP is reviewed annually and the AHSP is monitored continuously through discussions with delivery partners, planning colleagues and the Scottish Government.

**16. Sign off by Head of Service**

**Name: Derek McGowan**

**Date: 24 November 2025**

## **17. Publication**

Completed and signed IIAs should be sent to:  
[integratedimpactassessments@edinburgh.gov.uk](mailto:integratedimpactassessments@edinburgh.gov.uk) to be published on the Council website [www.edinburgh.gov.uk/impactassessments](http://www.edinburgh.gov.uk/impactassessments)

**Edinburgh Integration Joint Board/Health and Social Care**  
[sarah.bryson@edinburgh.gov.uk](mailto:sarah.bryson@edinburgh.gov.uk) to be published at  
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