

# **Full Equality Impact Assessment (EIA)**

Impact assessment should be considered in the full range of functions, activities and decisions that the organisation is responsible for. Their purpose is to analyse policies and practices to ensure that they do not discriminate or disadvantage people. They must be relevant and proportionate to the level of changes and impact and where potential for disadvantage is identified they should demonstrate plans to eliminate.

Complete a full equality impact assessment where there is a potential risk of disadvantage to groups/individuals representative of the protected characteristics.

1. Which Function/policy are you assessing?

Homelessness and Rough Sleeping Prevention Strategy 2024-2029

2. Who is responsible for this Function/policy? (Manager and Section)

John Bennett – Executive Director of Place

Phil Warrington – Assistant Director - Strategic Housing

3. What changes are you proposing to this service?

The Homelessness and Rough Sleeping Prevention Strategy 2024-2029 replaces the previous strategy which covered the period 2019-2024.

The aims of the previous strategy were:

1. Prevent as many residents as possible from becoming homeless
2. Ensure options are available to ensure no one has to sleep rough other than through personal choice
3. Help as many residents as possible to move seamlessly from one home to another without the need for emergency or temporary accommodation
4. Provide a high quality service that customers indicate satisfaction with.

The priorities of the 2024-2029 strategy are:

1. Prevent as many residents as possible from becoming homeless, with a particular focus on those becoming homeless from a private rented sector tenancy or as a result of domestic abuse
2. End rough sleeping
3. Help as many residents as possible to move from one home to another without the need for emergency and temporary accommodation. Where it is needed, make sure it is good quality.
4. Provide a high-quality service that customers are satisfied with, and provide opportunities for customers to influence the design and delivery of services
5. Encourage and support leaders of other organisations to do more to prevent homelessness
6. Be a trauma-informed service, by looking after the wellbeing of our customers and staff

As such, the Council’s strategic priorities regarding the prevention of homelessness and rough sleeping have been maintained and added to. The changes therefore relate to:

* having a particular focus on those becoming homeless from a private rented sector tenancy or as a result of domestic abuse,
* making sure temporary accommodation is good quality,
* providing opportunities for customers to influence the design and delivery of services,
* encouraging leaders of other organisations to do more to prevent homelessness
* looking after the wellbeing of staff and customers

It is important to note that the Council will continue to provide housing advice and assistance in line with the Housing Act 1996 (as amended) and the Homelessness Reduction Act 2018. The purpose of the Homelessness and Rough Sleeping Prevention Strategy is to set out the Council’s plans for the prevention of homelessness and for securing that sufficient accommodation and support are or will be available for people who become homeless or who are at risk of becoming so.

4a. What potential impact will these changes have on each protected characteristics?

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| **Protected Characteristic** | **Positive** (Please provide evidence) | **Negative** (Please provide evidence) | **Unmet Need** (Please provide evidence) |
| Age | The greatest impact will be felt by those aged 25-34 as this is typically the age groups that seeks our advice and assistance, followed by those aged 35-44. This matches regional and national trends.  Risk of suicide is greatest for men aged 45-54. The focus on customer wellbeing will include increased advice and support re suicide which will benefit this group. | 18-25 year olds are more likely to experience hidden homelessness, meaning they will not benefit from the focus on PRS and DA. However the Strategy focuses on prevention of all forms of homelessness so the negative impact will be minimal. Recent data shows Ashfield has a slightly higher percentage of 18-25 year olds requiring advice and assistance that the national average. | We don’t monitor case outcomes, satisfaction data or TA data by age. |
| Disability | Disabled households will particularly benefit from the focus on ensuring TA is good quality and on the wellbeing of customers.  We have high levels of disability in Ashfield compared to the national average.  Almost half of homeless households report at least one support need – physical or mental health disabilities or two of the three most commonly reported support needs. | No impact identified | Data on disabilities is limited to self-reported support needs, which may or may not align to the Equality Act definition of disability.  We don’t monitor case outcomes, satisfaction data or TA data by disability.  Opportunities to influence service design and delivery must be accessible to disabled people to ensure no negative impact |
| Gender reassignment | Transgender people often experience abuse by family members, meaning the focus on customer wellbeing will benefit this group.  Fewer than 1% of Ashfield residents describe themselves as transgender. | Transgender people are most frequently homeless due to friends and family no longer willing meaning they will not benefit from the focus on PRS and DA. However the Strategy focuses on prevention of all forms of homelessness so the negative impact will be minimal. | We aren’t required to collect any data on gender reassignment for HCLIC.  A high percentage of applicants prefer not to share their sexual identity with us.  There are a lack of specific services for homeless transgender people.  We don’t monitor case outcomes, satisfaction data or TA data by gender reassignment. |
| Marriage and civil partnership | No impact identified – priorities apply to relevant households irrespective of marriage / civil partnership.  Homeless applicants who are married or in a civil partnership will continue to be advised on their martial housing rights and supported to enforce these. | No impact identified – priorities apply irrespective of marriage / civil partnership | We aren’t required to collect any data on marriage / civil partnership for HCLIC |
| Pregnancy and maternity | The focus on providing good quality TA ensures the needs of pregnant households and those with infants are met, for example by ensuring safe sleeping.  In 2023, single female parents sought our advice and assistance more than any other household type – in the 3 previous years this was single male households. Significantly more single female parents seek help in Ashfield compared to regional and national averages.  In 2023, more single female parents were placed in TA (end of Q snapshot averages) than any other group – in the previous 3 years an almost equal amount of single males were placed.  Focus on wellbeing will benefit this group who may have additional support needs as result or pregnancy / maternity. | No impact identified | We aren’t required to collect separate data on pregnant households and those with infants for HCLIC.  We don’t monitor case outcomes, satisfaction data or TA data by pregnant or infant children.  Opportunities to influence service design and delivery must be accessible to pregnant people and those with infants to ensure no negative impact |
| Race | The focus on wellbeing will benefit those in this group who have recently resettled in Ashfield via a refugee or asylum pathway and may have additional support needs as a result of this.  The PRS focus will benefit this group who are often excluded or face additional barriers to accessing and sustaining PRS tenancies. | No impact identified | We don’t monitor case outcomes, satisfaction data or TA data by race.  Opportunities to influence service design and delivery must be accessible to people of different races.  There are gaps in our data on the race of homeless households which means we are unable to assess the impact of our policies and practices on this group. |
| Religion or Belief | No impact identified – priorities apply to relevant households irrespective of religion or belief | No impact identified – priorities apply to relevant households irrespective of religion or belief | We aren’t required to collect any data on marriage / civil partnership for HCLIC |
| Sex | The focus on domestic abuse will have the greatest impact for women, who experience DA to a much greater extent than men. However, specialist men’s domestic abuse service are also provided meaning men will benefit from this priority also.  The focus on TA quality will benefit women the most, as single female parent households are the most frequently placed household in TA  The focus on prevention will benefit men who largely approach for advice and assistance when they are already experiencing homelessness. | No impact identified | We don’t monitor case outcomes, satisfaction data or TA data by sex. |
| Sexual Orientation | Lesbian, gay and bisexual people often experience abuse by family members, meaning the focus on customer wellbeing will benefit this group. | Lesbian, gay and bisexual people most frequently are homeless due to friends and family no longer willing meaning they will not benefit from the focus on PRS and DA. However the Strategy focuses on prevention of all forms of homelessness so the negative impact will be minimal. | A high percentage of applicants prefer not to share their sexual identity with us.  There is a lack of specific services for homeless LGB people.  We don’t monitor case outcomes, satisfaction data or TA data by sexual orientation. |
| Care Experience | People with care experience will benefit from our work with other organisations to prevent homelessness as the advice and assistance available to homeless 16 and 17 year olds, and 18-25 care leavers is governed by a joint working protocol with Nottinghamshire County Council.  The focus on wellbeing will benefit this group who may have additional support needs as result of their care experience. | 18-25 year old care experienced people are typically homeless from supported housing, meaning they will not benefit from the focus on PRS and DA. However the Strategy focuses on prevention of all forms of homelessness so the negative impact will be minimal. | We don’t monitor case outcomes, satisfaction data or TA data by care experience. |

4b. What potential impact will these changes have on other areas?

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| **Protected Characteristic** | **Positive**  (Please provide evidence) | **Negative**  (Please provide evidence) | **Unmet Need**  (please provide evidence) |
| Socio Economic (Deprivation) | As poverty is a key indicator of homelessness, it is likely that all homeless households seeking advice and assistance are experiencing deprivation, meaning this group will benefit from all 6 of the strategy’s priorities | No impact identified | We are unable to meet some of the most deprived homeless households, i.e. NRPF due to legal restrictions |

What evidence or data do you have that supports your assessment? For example usage, customer feedback, consultation, comparative information etc.

**Action Plan**

5. If you have found a negative impact, what are the concerns?

6. What action do you plan to take to mitigate this impact? This could involve consultation with those affected.

7. What is the target date for these actions?

8. Who is responsible?

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| **5. Concern** | **6. Action** | **7. Target Date** | **8. Responsible** |
| The lack of protected characteristic data collection and monitoring of case outcomes, satisfaction data or TA data by protected characteristic. | Improve our data collection and data analysis regarding customers’ protected characteristics | 31st March 2025 | Strategic Housing |
| Accessibility of opportunities for customers to influence the design and delivery of services | Ensure opportunities to influence service design and delivery are accessible to customer with a protected characteristic | 31st March 2025 | Strategic Housing |
| The support available to the most deprived homeless households | Provide additional housing related support for asylum seekers leaving Home Office accommodation | 31st March 2025 | Strategic Housing |
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9. Explain how you have included these actions to mitigate within your service plan

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| Signed | Emma Lindley, Housing Strategy Lead Officer |
| Date | March 2024 |

Updated January 2023