

APPENDIX D Equality Impact Assessment

Characteristic	Definition
Age	Protection is for over 18's only. Age can be defined in different ways e.g. it can refer to a person of a particular age or belonging to an age group or age range.
Disability	Defined as "a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day to day activities." It is now easier to meet the definition.
Gender reassignment	Protection is provided when someone has proposed, started or completed a process to change their sex. There is no requirement to be undergoing medical supervision.
Marriage or civil partnership	Protection is provided in employment and vocational training only.
Pregnancy and maternity	For all areas covered by the Act a woman is protected from unfavourable treatment because of pregnancy or because she has given birth in the previous 26 weeks, or because she is on maternity leave.
Race	Includes colour nationality, and ethnic or national origins.
Religion or belief	The religion can be any religion – it does not have to be a mainstream religion. Belief refers to any religious or philosophical belief and includes Humanism and Atheism.
Sex (gender)	This involves the unfair treatment on the basis of being either a man or woman.

Sexual orientation

This refers to whether a person's sexual attraction is towards their own sex, the opposite sex or both sexes.

Equality Impact Assessment - Preliminary Assessment Form

<i>Title of the strategy, policy, service or project:</i>		
<i>Service Area:</i>	Homelessness and Rough Sleeping Strategy	
<i>Lead Officer:</i>	Paul Whittingham	
<i>Date of assessment:</i>	05/21	
<i>Is the strategy, policy, service (procedure) or project:</i>		
<i>Changed</i>	<input checked="" type="checkbox"/>	
<i>New</i>	<input type="checkbox"/>	

Section 1 – Clear aims and objectives

1. What is the aim of the policy, project, service, or strategy?

The Strategy's objectives are to:

- *Effectively prevent homelessness by intervening early and offering advice and support together with practical help and individually tailored solutions.*
- *Work in partnership to understand and tackle the root causes of homelessness at a local level.*
- *Where people do become homeless, help them to find and sustain suitable homes as soon as possible.*
- *Improve how all partners work together so services are easier to use and make the best use of available resources.*
- *Ensure the response to homelessness promotes customer choice, equality of opportunity, reduces social exclusion and contributes to community cohesion.*

2. Who is intended to benefit from the strategy, policy, service or project and how?

Residents of the district who are currently at risk of homelessness and others who may be at risk of this in the future

3. What outcomes do you want to achieve?

Over the lifetime of this Strategy the partnership aims to:

- *Ensure that where anyone does sleep rough that there is a rapid response to get them into accommodation and support.*
 - *Deliver an excellent Housing Solutions Service which focuses on early intervention and prevention*
 - *Reduce crisis presentations*
 - *Ensure that homelessness is prevented wherever possible through the delivery of bespoke personal housing plans and access to affordable and sustainable accommodation*
 - *Seek to end the use of bed and breakfast accommodation for all homeless households.*
 - *Ensure that for individuals whose homelessness is hidden or for those living in rural communities, that they can access the help and support they need.*
 - *Increase the range of affordable housing options available across the district.*
 - *Ensure that housing related support services are able to meet the diverse and complex needs of the homeless population*
 - *Prevent repeat homelessness from occurring by ensuring that solutions are tailored to meeting the complex needs of clients.*
- Working in partnership is absolutely fundamental to achieving this vision and objectives.*

Section 2 – What is the impact?

4. Summary of anticipated impacts. *Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories e.g. older people, younger people, people with hearing impairment etc. **Hyperlinks to supporting information have been provided in the table below:***

	Potentially positive impact	Potentially negative impact	No disproportionate impact
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Age	✓	<input type="checkbox"/>	<input type="checkbox"/>
Disability and long-term conditions	✓	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	✓	<input type="checkbox"/>	<input type="checkbox"/>
Marriage or civil partnership	✓	<input type="checkbox"/>	<input type="checkbox"/>
Pregnant women and people on parental leave	✓	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	✓	<input type="checkbox"/>	<input type="checkbox"/>
Race	✓	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	✓	<input type="checkbox"/>	<input type="checkbox"/>
Sex (Gender)	✓	<input type="checkbox"/>	<input type="checkbox"/>

Section 3 – Recommendations and monitoring

If you have answered that the policy, project, service or strategy could potentially have a negative impact on any of the above characteristics then a full EIA will be required.

5. Should a full EIA be completed for this policy, project, service or strategy?

Yes

✓ No

The external review of Homelessness and Rough Sleeping covered Equality and diversity. Consultation with stakeholders and service users was also included within the review process. Further public consultation was also conducted.

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Section 4 – Approval

Please note the draft EIA should be reviewed by the appropriate Head of Service **before** the Committee report (if required) is produced.

Reviewed by Head of Service	Name:	Paul Whittingham
	Date:	04/05/2021