

**Equality Impact Assessment**

This impact assessment considers positive, negative or no impact on each of the 9 protected characteristics in relation to addressing the 3 aims of the Equality Duty that we as a public body must give due regard to;

* Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
* Advance equality of opportunity between people who share a protected characteristic and those who do not.
* Foster good relations between people who share a protected characteristic and those who do not.

Housing and Community

Directorate

Service

Housing

Title of policy, strategy, project or service

Homelessness Strategy 2018-2023

Is the policy, strategy, project or service;

Existing New/proposed Changed/Reviewed

✓

Q 1. Aim of the policy, strategy, project or service

Local Authorities are required to carry out a homelessness review, formulate and publish a strategy. The Strategy seeks to prevent homelessness and to improve how we seek to alleviate it.

Q 2. Who is this policy, strategy, project or service going to benefit or have a detrimental impact

on & how?

The Strategy is intended to improve how we deal with anyone at risk of or becoming homeless. It does not have a detrimental impact.

Q3. Is this policy, strategy, project or service aimed at one of the protected characteristics?

If so, what justification is there for this?

The Strategy is not aimed at one of the protected characteristics.

Q 4. Thinking about each of the protected characteristics does or could the policy, strategy,

project or service have a negative or positive impact?

|  |  |  |  |
| --- | --- | --- | --- |
| **Group** | **Negative** | **Positive/**  **No impact** | **Unclear** |
| Age |  | **✓** |  |
| Disability |  | **✓** |  |
| Gender reassignment |  | **✓** |  |
| Marriage & civil partnership (only in respect of eliminating unlawful discrimination). |  | **✓** |  |
| Pregnancy & maternity |  | **✓** |  |
| Race |  | **✓** |  |
| Religion or belief |  | **✓** |  |
| Sex |  | **✓** |  |
| Sexual orientation |  | **✓** |  |

**If the answer for any group is ‘negative’ or ‘unclear’ do a full EIA**

Q5. Thinking about each of the protected characteristics does or could the policy, strategy,

project or service help to support the 3 aims of the Equality Duty?

|  |  |  |  |
| --- | --- | --- | --- |
| **Group** | **Yes** | **No** | **Unclear** |
| Age | **✓** |  |  |
| Disability | **✓** |  |  |
| Gender reassignment |  |  | **✓** |
| Marriage & civil partnership (only in respect of eliminating unlawful discrimination). |  |  | **✓** |
| Pregnancy & maternity | **✓** |  |  |
| Race | **✓** |  |  |
| Religion or belief |  |  | **✓** |
| Sex | **✓** |  |  |
| Sexual orientation | **✓** |  |  |

**If the answer for any group is ‘no’ do a full EIA**

Q 6. What evidence has been used (e.g. data, feedback, consultation & engagement, surveys) that may influence the policy, strategy, project or service?

|  |  |
| --- | --- |
| **Group** | **Evidence** |
| Age | Our main source of data is the Housing Register. It shows that older people in the District at risk of homelessness are more likely to be housed in the social sector before they become homeless than the rest of the population. |
| Disability | Our data shows that we target access to suitable adapted housing to people with physical disabilities. The Strategy includes plans to assist people with mental health conditions to access suitable housing and/or support. |
| Gender reassignment | No specific evidence |
| Pregnancy & maternity | Homelessness law gives priority to pregnant mothers and households with children. Our Strategy includes ‘housing pathways’ specifically for families and pregnant mothers. |
| Race | A higher proportion of people from minority ethnic groups are registered for housing than in the population as a whole. |
| Religion or belief | We monitor the religion of applicants to the Housing Register and people who approach us as homeless. |
| Sex | Homelessness legislation gives priority to families with dependent children. Women are more likely to be the main carer for children and so the lead applicant is more likely to be female.  We also help people who are experiencing domestic abuse. Again, this is more likely to be women than men. |
| Sexual orientation | Applicants are asked their sexual orientation as they apply for assistance. |

Q 7. Using the responses to questions 4 & 5 should a full EIA be carried out on this

policy, strategy, project or service?

Yes No ✓

Provide your reasons for your response showing how you have considered due regard

All of the protected characteristics are monitored for all homeless households that complete a housing application (which is almost all applicants). Generally, the Homelessness Strategy is seeking to address disadvantage and assist people who are most vulnerable. The Strategy commits us to set out ‘Housing Pathways’ for a number of groups with protected characteristics, such as people with disabilities and pregnant mothers.

Completed by (Print name):

Tim Lucas

Signature :

Chris Fleetham

Approved by Head of Service (print name):

Signature :

16th August 2018

Date: