Charnwood Borough Council

Equality Impact Assessment
'Knowing the needs of your customers and employees'

Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

Legislation- Equality Duty

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:
- ✓ Eliminate discrimination, harassment and victimisation
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:
1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex (Gender)
9. Sexual orientation

What is prohibited?
1. Direct Discrimination
2. Indirect Discrimination
3. Harassment
4. Victimisation
5. Discrimination by association
6. Discrimination by perception
7. Pregnancy and maternity discrimination
8. Discrimination arising from disability
9. Failing to make reasonable adjustments

Note: Complete the action plan as you go through the questions

Step 1 – Introductory information

Title of the policy	Homelessness Strategy 2018-2020
Name of lead officer and others undertaking this assessment	Sarah McQueen
Date EIA started	22nd February 2018
Date EIA completed	23rd February 2018

Step 2 – Overview of policy/function being assessed:

Outline: What is the purpose of this policy? (Specify aims and objectives)
The purpose of the Homelessness Strategy is to ensure the focus is on: • Strong and effective partnership working • Early targeted advice and intervention to prevent the loss of accommodation • Effective action to relieve homelessness • Support to sustain tenancies and prevent repeat homelessness • Protect and increase local housing options
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
The Strategy is designed to support all residents and customers who find themselves homeless and those threatened with homelessness. The intended outcome is to prevent or relieve homelessness.
Which groups have been consulted as part of the creation or review of the policy?
The Council has consulted with partner agencies working with the homeless attend the Homelessness Strategy Steering group and people in housing need. Additionally, responses have been invited from the wider public through publishing the draft Strategy and a Survey Monkeyon the Council's website and promoting the consultation

Step 3 – What we already know and where there are gaps

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.
 	
Data/information such as:
    ▪   Consultation
    ▪   Previous Equality Impact Assessments
    ▪   Demographic information
    ▪   Anecdotal and other evidence

The ethnicity, age and gender of homeless applicants are routinely recorded as part of the quarterly P1E statutory return to the Department for Communities and Local Government. Since Feb 2017, there have been 183 homelessness decisions made, 162 (89%) were from white backgrounds, 7 (4%) from black backgrounds, 7 (4%) from Asian backgrounds and 6 (3%) from mixed backgrounds. Of the 183 decisions, 149 were accepted, and the majority (88) were aged between 25-44 (59%). 37 (25%) were aged between 16-24, 20 (13%) were aged between 45-59, 3 (2%) were aged between 60-

64 and 1(<1%) was aged 75 +.

Of the accepted cases, 40 were single person households, 31 of these (78%) were male and 9 (22%) were female.

The following table shows the full breakdown of accepted cases into household types

Couple with dependent children*	Lone parent household with dependent children		One person household		All other household groups	Total
	Male Applicant	Female Applicant	Male Applicant	Female Applicant		
(a)	(b)	(c)	(d)	(e)	(f)	(g)
27	5	67	31	9	9	148

What does this information / data tell you about diverse groups? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)
There seems to be a higher proportion of mid-aged homeless applicants (25-44) however this is possibly due to the fact that this is the broadest age range of the groups spanning 19 years. In addition, people within this age range could have been affected by the welfare reforms only being eligible for the LHA room rate up until the age of 35 will limit people's housing options.

Step 4 – Do we need to seek the views of others? If so, who?

In light of the answers you have given in Step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.
As individual services are developed through the Homeless Strategy Action Plan, it is intended that this will be with the full involvement of external partners, stakeholders and service users. Appropriate groups specific to the service will be consulted at this time, for example, the Police, Probation and Prison Services will be consulted when developing Housing Pathways for offenders.

Step 5 – Assessing the impact

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).

	Comments
Age	Potential positive impact, as reported above, people may face barriers to private rented housing based on their age (such as under 35s only eligible for room rate LHA). Homelessness legislation protects 16/17 year olds and people who are vulnerable because of old age
Disability (Physical, visual, hearing, learning disabilities, mental health)	People who are vulnerable as a result of mental illness or physical disability are protected through the Homeless Legislation
Gender Reassignment (Transgender)	No impact/neutral impact
Race	No impact/neutral impact
Religion or Belief (Includes no belief)	No impact/neutral impact

Sex **(Gender)**	No impact/neutral impact
Sexual Orientation	No impact/neutral impact
Other protected groups (Pregnancy & maternity, marriage & civil partnership)	Homeless Legislation protects pregnant women and households with dependent children
Other socially excluded groups (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)	Homeless Legislation protects care leavers, people from other institutionalised backgrounds, those vulnerable due to drug/alcohol misuse and others deemed vulnerable due to other cicumstances.

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

Please note:
  a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
  b) Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

The Homelessness Strategy has been written recognising the current economic climate which demands services arecommissioned and managed to suit the needs of the service users. It specifically targets vulnerable, deprived and excluded groups to ensure effective services are provided to suit their needs. There is a requirement under the Homelessness Reduction Act for tailored advice and pathways for groups who are particularily at risk of homelessness.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

The Homelessness Strategy does not discriminate against any of the protected characteristics. It has been identified that certain groups may need extra assistance or additional protocols to ensure that their specific needs and requirements are taken into account to ensure they are dealt with in an effective way. For example a Prison Release Protocol will ensure early intervention by the service with the aim of preventing homelessness.

Step 6- Monitoring, evaluation and review

Are there processes in place to review the findings of this Assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?

The outcome of this EIA will be monitored and reviewed alongside the Strategy.

How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.
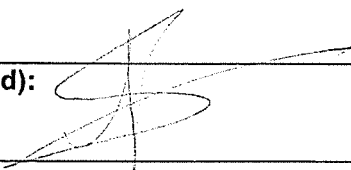

Step 7- Action Plan

Please include any identified concerns/actions/issues in this action plan: The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan			
Reference Number	**Action**	**Responsible Officer**	**Target Date**

Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees		This EIA will be published on the CBC website.
Service users		
Partners and stakeholders		
Others		
To ensure ease of access, what other communication needs/concerns are there?		

Step 9- Conclusion (to

Please delete as appropriate
I agree /   with this assessment / action plan
If *disagree*, state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Service Head):
Date: 28th February 2018

Please send completed & signed assessment to Suzanne Kinder for publishing.