Equality Impact Analysis Form

1. Equality Impact Analysis (EIA) Form

Title of EIA (policy/change it relates to)	Homelessness and Rough Sleeping Review and Strategy 2019-2024	**Date**	11/1/2019
Team/Department	Housing Service, Housing and Health		
Focus of EIA What are the aims of the new initiative? Who implements it? Define the user group impacted? How will they be impacted?	The overall purpose of the Homeless Strategy (Strategy) is to ensure that as a Council we address homelessness strategically by ensuring suitable accommodation, support and advice is available and accessible to all client groups and to encourage a multi-agency approach to preventing homelessness. Aim - To meet the Council's statutory duty to produce a homelessness review and strategy once every five years. - To present a full picture of the reasons for homelessness and the groups of people most likely to become homeless. - To define strategic priorities local to East Herts for homelessness and the prevention of homelessness and actions for the council and its partners. To prioritise resources for the groups most in need of assistance. - To produce better outcomes for homeless households, enabling them to live in accommodation suitable for their needs with appropriate support if required. Implementation The Strategy is implemented and monitored by the council's Housing Service with assistance from the council's internal and external partners.		

	The council has a duty to provide housing advice and assistance to all those that are eligible, i.e. the applicant meets immigration criteria as defined by the Government. For Service users that approach the council an assessment will be carried out regarding their current housing situation and advice and assistance offered according to current legislation and best practice to prevent or relieve homelessness.

Please note: *Prepopulated data for protected categories other than Age and Gender come from 2011 census results[1] on the district, the Age and Gender data comes from ONS mid-year estimates[2]. If the service has specific demographic data for service users/residents than this should be used instead.*

2. Review of information, equality analysis and potential actions

Please fill in when appropriate to the change. If it does not, please put N/A

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	16-24 25-44 45-59 60-64 65-74 Over 75	21% 58% 17% 2% 1% 1%	Despite an ageing population, younger age groups remain the most Susceptible to homelessness. The age ranges 16-24 and 25-44 have Comprised over 75 of all cases in the last four consecutive years.	The homelessness legislation defines which groups have a priority for housing and the most significant group is those with children. Which comprises the age range 16 – 59.	The legislation framework promotes discrimination
Disability	12 % of the households accepted under the homelessness legislation had a recorded disability. This is higher than the 2011 Census figures for East herts which recorded		Applicants with a registered disability are likely to be given	Legislation and policy are designed to give certain groups who are less able to access	The legislation framework promotes discrimination

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	5.8% of the population who stated that their day to day activities were impacted a lot by their long term health or disability.	a higher priority for rehousing or be accepted as vulnerable as defined under the homelessness legislation.	suitable accommodation a higher priority for housing and applicants with a disability are one of these groups.	
Gender reassignment	This is not currently monitored for homeless applications and there are no plans to do so.			No action required
Pregnancy and maternity	This information is not recorded as part of the homeless application process.	Applicants who are pregnant or have a child are likely to be given a higher priority for rehousing or be accepted as vulnerable as defined under the homelessness		The Homeless legislation confers an additional priority for rehousing an applicant that is pregnant or has a child above someone that is not pregnant or does not have a child.

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			legislation.		
Race	**White** English/Welsh/Scottish/Northern Irish/British Irish Gypsy or Irish Traveller Other White **Mixed/multiple ethnic groups** White and Black Caribbean White and Black African White and Asian Other Mixed **Asian/Asian British** Indian Pakistani Bangladeshi Chinese Other Asian **Black/African/Caribbean/Black British**	**95.47%** 90.25% 1.14% 0.04% 4.04% **1.61%** 0.45% 0.15% 0.62% 0.38% **1.95%** 0.73% 0.15% 0.20% 0.37% 0.49% **0.71%**	The data requested each quarter by the government for 17/18 shows for a total of 72 households assessed under homelessness: White 85% Black 7% Asian 3% Mixed 4% Other 1%	The numbers are very small and the effect of one household can have a marked impact of the recorded statistics.	No action required

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	African	0.43%			
	Caribbean	0.22%			
	Other Black	0.07%			
	Other ethnic group	**0.26%**			
	Arab	0.10%			
	Any other ethnic group	0.16%			
Religion or belief	Christian Buddhist Hindu Jewish Muslim Sikh Other religion No religion Religion not stated	62.75% 0.32% 0.45% 0.33% 0.72% 0.12% 0.32% 27.75% 7.26%	Not monitored under homelessness		No action required
Sex/Gender	The district is 51% female and 49% male		There are more women than men recorded as having an accepted homeless	Households defined as having a priority need include those with dependent children or a pregnant woman. In addition, a significant number of	No action required

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		application.	households with dependent children are headed by single women. The discrepancies between the census data and housing register figures can therefore be explained by the legislation governing how homeless applications are assessed.	
Sexual orientation	Not monitored		Applications would be assessed based on existing legislation and couples can make joint applications. Sexual orientation would not be part of	No action required

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				the assessment.	
Marriage and civil partnership	Single Married Civil partnership Separated Divorced Widowed	30.5% 52.3% 0.2% 2.3% 8.6% 6.2%	Not monitored under homelessness. However 50% of the applications were female lone parent families.	Households defined as having a priority need include those with dependent children or a pregnant woman. In addition, a significant number of households with dependent children are headed by single women. The discrepancies between the census data and housing register figures can therefore be explained by the legislation governing how	No action required

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				homeless applications are assessed.	

Assessment of overall impacts and any further recommendations
The Governments homeless legislation defines who should be owed a housing duty or assisted under homelessness. The legislation and associated case law is specifically designed to ensure those less able to access their own housing solutions are assisted – i.e. those that are considered vulnerable are more likely to ask for assistance and be assisted under Homelessness legislation. The government has carried out its own Equalities Impact assessment during the legislative process.

3.   List detailed data and/or community feedback which informed your EqIA (If applicable)

Title (of data, research or engagement)	**Date**	**Gaps in data**	**Actions to fill these gaps: who else do you need to engage with?** (add these to the Action Plan below, with a timeframe)
None – figures taken from Council's own monitoring systems			

## 4.	Prioritised Action Plan (If applicable)

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				

EqIA sign-off: (for the EQIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

Lead Equality Impact Assessment officer:		**Date:**	
Directorate Management Team rep or Head of Service:	Ben Woods	**Date:**	
Author of Equality Impact Analysis:	Claire Bennett	**Date:**	**18/1/2019**