

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 2026-2031	Date	11/5/2026
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.
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Please note: Prepopulated data for protected categories other than Age and Gender come from 2021 census results¹. If the service has specific demographic data for service users/residents than this should be used instead.

¹ [How life has changed in East Hertfordshire: Census 2021](#)

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	16-17 18-24 25-34 35-44 45-54 55-64 65-74 Over 75	0% 17% 31% 27% 14% 6% 4% 1%	Younger age groups remain the most susceptible to homelessness. Those between 18 and 54 are 75% of homeless applicants. This is in line with national trends	The homelessness legislation defines which groups have a priority for housing, a key group is households with children. Younger people are also less likely to be home-owners and more likely to be living with family or renting privately, which have limited security	Legislation to promote stability in the private sector may help the insecurity faced by those renting privately. Continuing work with families/friends to prevent homelessness and prioritising those threatened with homelessness though the housing register and private sector offers
Disability	29% of the households accepted under the homelessness legislation in 2023/24 (last full year) disclosed they had a disability. This is higher than the 2021 Census figures for East Herts which recorded 4.9% of the population who stated that they were disabled and limited a lot in their daily lives		Applicants with a registered disability are likely to be given a higher priority for rehousing or be accepted as vulnerable as defined under the	Legislation and policy are designed to give certain groups who are less able to access suitable accommodation a higher priority for housing and applicants with a	The legislation framework promotes discrimination. However the higher percentage of homeless service users who describe themselves as disabled identifies that

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EIA updated as of 2026

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		homelessness legislation.	disability are one of these groups.	the service is accessible and supporting those most in need.
Gender	1.9% of homeless applicants in 2023/24 recorded a different gender to the sex they were registered at birth. This is slightly above the 2021 census information for East Herts which estimates that locally around 0.04% of residents identify as a different gender to the sex they were registered as at birth.	Gender does not impact priority for housing	The higher rate of applications from those who identify as a different gender to the sex assigned to them at birth indicates that there is equitable access to service which would be expected to improve outcomes for underrepresented and vulnerable groups	No action required
Pregnancy and maternity	There is no reporting around pregnancy or maternity in statutory homelessness reporting, but pregnancy is considered as a priority need for housing and recorded on the case management system. The data on household composition for 2023/24 (last full year) showed 31.6% of homeless households had children. Of households with children, 23.3% were single parent female headed	Applicants who are pregnant or have a child are likely to be given a higher priority for rehousing or be accepted as vulnerable as	Female applicants are more likely to be single parent households and the most likely group to be homeless with children.	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

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	households, 4.8% were headed by couples and 1.3% were single parent male headed households with 0.6% were households with children headed by 3 adults or households which identified as 'other' in terms of gender. The council's case management system recorded 123 pregnant applicants in 2023/24, which was around 8.4% of total applications.		defined under the homelessness legislation.		have a child. This would be expected to improve outcomes for vulnerable groups
Ethnicity	White English/Welsh/Scottish/N.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/British African	85% 73% 1% 1% 10% 4% 2% 0.45% 0.55% 1% 1% 0.3% 0.3% 0% 0.2% 0.2% 6% 3%	The 2021 census recorded approximately 92.2% of the population in East Herts as White British, in comparison with 73% of homeless applicants. This suggests that homeless households are more diverse in terms of ethnicity than the population as a whole in East	The data suggests that there is equitable access to service which would be expected to improve outcomes for underrepresented groups	No action required

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	Caribbean 2.5% Other Black 0.5% Arab 0% Any other ethnic group 2% Other ethnic group	Herts		
Religion or belief	2021 Census religious data for East Hertfordshire: - Christian: 49.1% (down from 62.7% in 2011) - No Religion: 41.8% (up from 27.7% in 2011) - Not Stated: 6.0% (down from 7.3% in 2011) - Muslim: 1.2% - Other religions: Other religions comprised 7.9% of the population, which may include Hindu, Buddhist, Jewish, or other religious affiliations. Religion is a question on housing register applications. 43% of live housing applicants declined to answer this question. From the applications who did answer the question 39.9% of respondents described themselves as Christian, 31.9% as having no religion, 19.2% 'prefer not to say', 3.9% Muslim and 5.1% stated they were either Hindu, Sikh, Buddhist, Jewish, Zoroastrian or Baha'i	Religion is not monitored under homelessness.	From the housing register data held it appears that applicants are broadly similar in terms of religion to the general population of East Herts according to the 2021 Census.	No action required
Sex	The district is 51% female and 49% male. The homeless applicants in 2023/24 were 56% female and 44% male.	There are more women than men recorded as having an accepted	Households defined as having a priority need include those with dependent children or a pregnant woman. In	No action required

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		homeless application.	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 homeless applications are assessed.	
Sexual orientation	Heterosexual/straight- 82.7% Homosexual/gay- 1.97% Bisexual- 1.97% Other- 0.33% Prefer not to say- 13.77%	The sexual orientation of homeless applicants broadly matches that recorded by the population in East Herts in the 2021 census	The data suggests that the homelessness service contributes positively to reducing barriers based on sexual orientation	No action required

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Marriage and civil partnership	Census data from 2021 shows the marriage and civil partnership status of residents in East Herts as:	Marriage and civil partnership is not monitored under homelessness. However as shown under Pregnancy and Maternity in terms of households with children, these are most likely to be single parent female headed households. Couples were 7% of homeless households in 2023/24, 4.8% of these with children and 2.2% without.	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 lower % of homeless couples could be impacted by the higher household income expected in a household with 2 (or more) adults	No action required
Assessment of overall impacts and any further recommendations				

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The Government's 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. Equalities monitoring data for all Local Authorities is available as part of the statutory returns and publicly available at Tables on homelessness - GOV.UK. This impact assessment has identified that the homelessness service strengthens equitable access and is expected to improve outcomes for underrepresented and vulnerable groups.				

3. List detailed data and/or community feedback which informed your EqlA (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)
Data from Council's own monitoring systems, which is publicly available at Tables on homelessness - GOV.UK	11/5/2026	Marital/Civil partnership data and religion do not form part of statutory reporting. This data is collected during case management, but customers are not	While these areas are protected characteristics the statutory reporting was devised following a robust equalities impact process and the

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		required to provide this.	decision reached not to make questions on marital status or religion mandatory. Therefore, it is not proposed further action is taken.

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:	Vacant post	Date:	
Directorate Management Team rep or Head of Service:	Ben Woods	Date:	
Author of Equality Impact Analysis:	Katherine Gilcreest	Date:	13/5/2026