

## Stage 1 Equality Impact Assessment – Initial Screening

<b>Assessor(s) Name(s):</b>	Jamie Brenchley
<b>Directorate:</b>	Adult Social Care and Housing Needs
<b>Date of Completion:</b>	01.08.19

### Name of Policy/Strategy/Service/Function Proposal

Homelessness and Rough Sleeping Strategy 2019-2024

### The Aims, Objectives and Expected Outcomes:

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.
- 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 the Isle of Wight 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.

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 Equality Impact assessment during the legislative process.

Please delete as appropriate:

- This is a new strategy

Key Questions to Consider in Assessing Potential Impact	
Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer <b>Yes</b> to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer <b>No</b> to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	X			<p>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.</p> <p>Any policies to be adopted to support the delivery and implementation of the Homelessness Reduction and Rough Sleeping Strategy will complete an EIA to ensure there are no negative impacts. The aim of the Homelessness Reduction and Rough Sleeping Strategy is to improve outcomes for those facing a housing crisis. We are also required to follow legal procedures to ensure we accurately support and assess applications for assistance.</p> <p>The government has carried out its own Equality Impact assessment during the legislative process.</p> <p>Homelessness does not discriminate. Our data and insight shows that the following categories of people can be at risk of homelessness:</p> <ul style="list-style-type: none"> <li>• Single people</li> <li>• Families</li> <li>• Pregnant females</li> <li>• Survivors of domestic or sexual abuse and violence, modern slavery, female genital mutilation, gang violence, honour based violence</li> <li>• Refugees, asylum seekers, economic migrants and people with No Recourse to Public Funds</li> <li>• People from all ethnicities</li> <li>• People from all religious faiths</li> </ul>

				<ul style="list-style-type: none"> <li>• People with mental health issues</li> <li>• People with substance misuse issues</li> <li>• People with physical health needs</li> <li>• Young people who have left local authority care</li> <li>• Young people from low socio-economic backgrounds</li> <li>• Unemployed people</li> <li>• People who have multiple and complex needs</li> <li>• Lesbian, Gay, Bisexual and Trans people</li> <li>• People leaving prison</li> <li>• People being discharged from hospital</li> <li>• People living with parents, friends and family</li> <li>• People living in the private or social rented sector and owner occupiers in mortgage difficulty</li> <li>• People who are reliant or dependent on welfare benefits</li> <li>• People on low income, seasonal, temporary or zero hours employment contracts</li> </ul>
Disability	X			
Gender Reassignment			x	
Marriage & Civil Partnership			x	
Pregnancy & Maternity	X			
Race			x	
Religion / Belief			x	
Sex (male / female)			x	
Sexual Orientation			x	

<b>Are there aspects of the proposal that contribute to or improve the opportunity for equality?</b>	<b>Yes</b>
Systematic ongoing engagement with users of the service via questionnaire and verbal	

feedback to design and evolve the service round their needs and protected characteristics.

During the annual review of homelessness the task and finish group will consider data relating to groups with protected characteristics to ensure that there has been equity in access to support service provision.

#### **Evidence Considered During Screening**

Head of Service Sign off:	Carol Tozer
Advice sought from Legal Services (Name)	Judy Mason HR Manager and Principal Lawyer   HR Operations and Legal Services
Date	

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

## Stage 2 Full Equality Impact Assessment

<b>Assessor(s)Name(s):</b>	Jamie Brenchley
<b>Directorate:</b>	Adult Social Care and Housing
<b>Date of Completion:</b>	01.08.2019

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#### Implementation

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- This is a proposed new strategy which will provide strategic direction in relation to homelessness prevention.

### **Scope of the Equality Impact Assessment**

- Homelessness JSNA
- Government live tables on homelessness
- Local service data and insight – through annual strategy data review
- Stakeholder insight (including people with lived experience of homelessness) – through workshops, discussion at forums, one to one interviews and questionnaires

### **Analysis and assessment**

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.

The 2019-2024 Homelessness and Rough Sleeping Strategy promotes a person-centric approach to preventing and responding to homelessness on the IOW

This means a range of partners across the public, private, community, voluntary and faith sectors working together in a coordinated way to help identify people in need, make pathways of support open and accessible, enable assessments that acknowledge specific requirements and provide a range of accommodation and support solutions that are conducive to meeting different needs.

To ensure that the strategy promotes inclusivity it:



- Advocates for a range of services (including specialist services)
  - Champions a 'no wrong front door' approach to accessing advice and support
- Seeks effective channels of communication, information and resources provision, sharing of information and learning between partners and with people who are homeless (or at risk)

## **Recommendations**

To adopt the strategy ensuring that we monitor any potential impact on equality that we may become aware of through the review process.

## Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	no			
Disability	no			
Gender Reassignment	no			
Marriage & Civil Partnership	no			
Pregnancy & Maternity	no			
Race	no			
Religion / Belief	no			

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Sex (male or female)	no			
Sexual Orientation	no			
HR & workforce issues	no			
Human Rights implications if relevant	no			
Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff				

Summary	
Date of Assessment:	
Signed off by Head of Service/Director	Carol Tozer
Review date	Annual alongside strategy and action plan.
Date published	tbc

<b><i>Publishing checklist</i></b>	<b>Yes</b>	<b>No</b>
<ul style="list-style-type: none"> <li>• <i>Plain English – will your EIA make sense to the public?</i></li> <li>• <i>Acronyms – check you have explained any specialist names or terminology</i></li> <li>• <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i></li> <li>• <i>Stakeholders and verification – have you included a range of views and perspectives to back up your analysis?</i></li> <li>• <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i></li> <li>• <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i></li> <li>• <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i></li> <li>• <i>Review have you included a review date and a named person to carry it out?</i></li> <li>• <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i></li> <li>• <i>Signing off – has your Head of Service/Director signed off your EIA?</i></li> <li>• <i>Basics – have you signed and dated your EIA and named it for publishing?</i></li> <li>• <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council's website</i></li> </ul>		