

Equality Impact Assessment: *Homelessness and Rough Sleeping Services*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive Committee 5 th July 2022 Council on 19 July 2022	Homelessness and Rough Sleeping Services	Executive recommend to Council to approve the decision to proceed with procurement to identify a suitable provider to deliver a remodelled homelessness and rough sleeping service.	None

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This is must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact –some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Positive		The proposed new service will be fully inclusive and will work with anyone on the streets regardless of sex, disability, ethnicity, gender or religion. Our service is there to engage with all and support to access housing or prevent homelessness. Whilst options are reduced for people with no recourse to public funds the service will identify a pathway to support the individual away from making the streets their home.
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Positive		A large number of rough sleepers will suffer from mental health problems. The new service will work closely with the newly established DPT Homeless Mental Health Team, based at CoLab, to ensure that where mental health is a barrier to accessing accommodation and support that people are signposted and supported to access appropriate support. This team will also be responsible for making appropriate safeguarding referrals when this necessitates further action.
Sex/Gender	Positive		The proposed new service will be fully inclusive and will work with anyone on the streets regardless of sex, disability, ethnicity, gender or religion. Our service is there to engage with all and support to access housing or prevent homelessness. The service will be responsible for signposting to further services if needed.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Gender reassignment	Neutral		There is no evidence to suggest that the new service would have a potential impact on this characteristic.
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Neutral		There is no evidence to suggest that the new service would have a potential impact on this characteristic.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Neutral		There is no evidence to suggest that the new service would have a potential impact on this characteristic.
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	Neutral		There is no evidence to suggest that the new service would have a potential impact on this characteristic.
Pregnancy and maternity including new and breast feeding mothers	Neutral		There is no evidence to suggest that the new service would have a potential impact on this characteristic.
Marriage and civil partnership status	Neutral		There is no evidence to suggest that the new service would have a potential impact on this characteristic.

Actions identified that will mitigate any negative impacts and/or promote inclusion

Officer: Chris Stocks

Date: 07.06.2022