

EQUALITY IMPACT ASSESSMENT

TITLE: Homelessness and Rough Sleeping Strategy 2021 – 2025

VERSION CONTROL

Date	Version	Author	Description of Changes
4 th February 2021	1.0	Christopher Hutton	Adoption of a new Homelessness and Rough Sleeping Strategy

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EQUALITY IMPACT ASSESSMENT

CHESHIRE EAST COUNCIL - EQUALITY IMPACT ASSESSMENT

Stage 1 Description: Fact finding (about your policy / service /

Department	Place		Lead officer responsible for assessment		Chris Hutton – Senior Policy Officer	
Service	Strategic Housing		Other members of team undertaking assessment		John Howard – Housing Policy Officer Kath Bradley – Equalities and Diversity Officer	
Date	4 th February 2021		Version		1.0	
Type of document (mark as appropriate)	Strategy √	Plan	Function	Policy	Procedure	Service
Is this a new/ existing/ revision of an existing document (please mark as appropriate)	New √		Existing		Revision	
Title and subject of the impact assessment (include a brief description of the aims, outcomes , operational issues as appropriate and how it fits in with the wider aims of the organisation)	<p>Homelessness and Rough Sleeping Strategy 2021 - 2025.</p> <p>The Homelessness and Rough Sleeping Strategy 2021 – 2025 is to prevent homelessness in collaboration with partners and customers. It will identify housing needs and put in place initiatives to address these needs.</p>					

EQUALITY IMPACT ASSESSMENT

<p>Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service</p>	<p>The Strategy links into other corporate strategies, including Housing Strategy, Vulnerable and Older Person’s Housing Strategy, and the Tenancy Strategy. It contributes to the delivery of the Council’s priorities to the residents of the Borough.</p>
<p>Who are the main stakeholders, and have they been engaged with? (e.g. general public, employees, Councillors, partners, specific audiences, residents)</p>	<p><i>If yes, who did you engage with? Please state below:</i></p> <p>(i.e. if risk increases, vulnerability increases etc. services should include methods of adaptation to meet these increased needs without creating client uncertainty, or loss of services).</p> <p><i>Name any groups/ stakeholders that you have involved or consulted with during the Equality Impact Assessment. Provide a brief summary of how they have been involved and what they said – positive or negative.</i></p> <p><i>For example, asking disabled people about access issues and gender groups about gender specific issues before a service is introduced. Involving people with protected characteristics in training, policy review, satisfaction surveys etc.</i></p> <p>Residents across the Cheshire East area who find themselves homeless and in need of support to enable them to move into a more permanent housing solution, or to retain their accommodation.</p> <p>Stakeholder client groups to be assisted through the Strategy are:</p> <ul style="list-style-type: none"> • Single homeless • Homeless couples • Young people • Older people • People with substance misuse issues • People with disabilities • Offenders • People suffering with mental health problems • Young parents • Families <p>Service-users, partner agencies, and internal colleagues were consulted on the framework for the new Strategy.</p>

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EQUALITY IMPACT ASSESSMENT

What consultation method(s) did you use?	Interviews, workshop, and focus groups.
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Stage 2 Initial Screening

Who is affected and what evidence have you considered to arrive at this analysis? (This may or may not include the stakeholders listed above)	<p><i>Such as a 'Process Map' of your service (assessment of customer journey through service) / analysis of complaints / analysis of patient satisfaction surveys and feedback from focus groups / consultations / national & local statistics and audits etc.</i></p> <p><i>List what other information you have reviewed.</i></p> <p>In evaluating who would be affected, account has been taken in relation to existing service - users of Homelessness services. This includes residents who are vulnerable and require accommodation, supported accommodation, or floating support to enable them to remain in their home, or help moving into alternative housing.</p> <p>Quarterly data and household flow information shows successful outcomes and why some failures occur.</p>
Who is intended to benefit and how?	<p>The Strategy will impact on all residents of the Borough and people referred from outside the Borough through Duty to Refer. This will form a basis for the working relationships and practices with both internal colleagues and external agencies.</p>
Could there be a different impact or outcome for some groups?	<p>No, as the Strategy will help to address the particular needs of each client included in Protected Characteristics. The Strategy allows for flexibility and thinking outside the box by providing pathways suited to individual characteristics.</p>
Does it include making decisions based on individual characteristics, needs or circumstances?	<p>Yes, as the individual service – user's needs will be assessed and signposted to appropriate and specific services as required.</p>
Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)	<p>No, as the Strategy will ensure equality in service provision for all Cheshire East residents and people from outside the area who access our services. There will be improved communication between different stakeholders and organisations.</p>

EQUALITY IMPACT ASSESSMENT

Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?	<p>It is anticipated this will show improved outcomes for vulnerable household members, such as engagement with services, successful throughputs, and increased quality of life.</p> <p>This will be monitored by the Homelessness and Rough Sleeping Strategy Steering Group which meets about 4 times a year.</p>
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Is there an actual or potential negative impact on these specific characteristics? (Please tick)

Age	Y	N	Marriage & civil partnership	Y	N	Religion & belief	Y	N
		√			√			√
Disability	Y	N	Pregnancy & maternity	Y	N	Sex	Y	N
		√			√			√
Gender reassignment	Y	N	Race	Y	N	Sexual orientation	Y	N
		√			√			√

What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts	Consultation/ involvement carried out
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	Yes	No
Age There will be negative and positive impacts dependent on age, as seen in Homechoice data, H-Click homelessness data, prevention and relief statistics, and information from partners and stakeholders.		√
Disability Work is being done to identify adapted properties and to improve knowledge of adapted Registered Provider properties and record where they are located to make better use of resources. Homelessness Services, such as interview rooms, are Disability Discrimination Act compliant.		√
Gender reassignment Services consider each case individually based on the individual's thoughts and feelings. We expect partner providers at all times to carry out a risk assessment of the existing clients and the service to ensure the individual presenting is safeguarded.		√

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EQUALITY IMPACT ASSESSMENT

Marriage & civil partnership	No specific impact.			√
Pregnancy & maternity	Positive impact as evidenced as priority under homelessness legislation. We will ensure adequate support is in place to help maintain and sustain accommodation, and Housing Related Support accommodation is available for pregnant women.			√
Race	Positive impact as strategic actions will ensure that the diversity of the local population is reflected based on Census data, Homechoice data, and other local research. There exists a dual concern about race relations and inequality, and there is a duty on CEC to promote race equality and good race relations. It will be possible to signpost families who have / are experiencing racism to relevant services, such as Police.			√
Religion & belief	All assessment and support plans will be individualised and address issues specific to the individual which will include issues related to religion or belief. Service – users new to the area may be signposted to local church / faith groups.			√
Sex	All assessment and support plans will be individualised and address issues specific to the individual which will include issues related to sex. This will reflect specific cultural sensitivities through things like single gender accommodation, for people fleeing domestic abuse for example.			√
Sexual orientation	It will be possible to signpost individuals to services such as Health, and Mental Health. The engagement of service - users will be sensitive to their needs and ensure compliance with data protection policies and procedures. It will be possible to signpost individuals to build relationships with, and receive support from, relevant organisations, such as BodyPositive.			√
Proceed to full impact assessment? (Please tick)	Yes	No	Date	
		√		
Lead officer sign off	Chris Hutton	Date 4th February 2021		
Head of service sign off	Date xx March 2021		

If yes, please proceed to Stage 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

EQUALITY IMPACT ASSESSMENT

Stage 3 Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	<p>Is the policy (function etc....) likely to have an adverse impact on any of the groups?</p> <p>Please include evidence (qualitative & quantitative) and consultations</p> <p><i>List what negative impacts were recorded in Stage 1 (Initial Assessment).</i></p>	<p>Are there any positive impacts of the policy (function etc....) on any of the groups?</p> <p>Please include evidence (qualitative & quantitative) and consultations</p> <p><i>List what positive impacts were recorded in Stage 1 (Initial Assessment).</i></p>	<p>Please rate the impact taking into account any measures already in place to reduce the impacts identified</p> <p>High: Significant potential impact; history of complaints; no mitigating measures in place; need for consultation</p> <p>Medium: Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures</p> <p>Low: Little/no identified impacts; heavily legislation-led; limited public facing aspect</p>	<p>Further action (only an outline needs to be included here. A full action plan can be included at Section 4)</p> <p><i>Once you have assessed the impact of a policy/service, it is important to identify options and alternatives to reduce or eliminate any negative impact. Options considered could be adapting the policy or service, changing the way in which it is implemented or introducing balancing measures to reduce any negative impact. When considering each option you should think about how it will reduce any negative impact, how it might impact on other groups and how it might impact on relationships between groups and overall issues around community cohesion. You should clearly demonstrate how you have considered various options and the impact of these. You must have a detailed rationale behind decisions and a justification for those alternatives that have not been accepted.</i></p>
Age				
Disability				
Gender reassignment				
Marriage & civil partnership				

OFFICIAL

EQUALITY IMPACT ASSESSMENT

Pregnancy and maternity				
Race				
Religion & belief				
Sex				
Sexual orientation				
<p>Is this change due to be carried out wholly or partly by other providers? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures)</p>				

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?			
Are there any additional assessments that need to be undertaken in relation to this assessment?			
Lead officer sign off		Date	
Head of service sign off		Date	

Please publish this completed EIA form on the relevant section of the Cheshire East website

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