

EQUALITY IMPACT ASSESSMENT FORM

Equality impact assessment is a requirement for all strategies, plans, functions, policies, procedures and services under the Equalities Act 2010. We are also required to publish assessments so that we can demonstrate how we have considered the impact of proposals.

Section 1: Description

Department	Housing Strategy and Development		Lead officer responsible for assessment		Homechoice and Homelessness Manager	
Service	Place		Other members of team undertaking assessment		Housing Policy Officer Citizens' Advice Bureau colleague	
Date	15 th February 2018		Version 1			
Type of document (mark as appropriate)	Strategy	Plan	Function	Policy	Procedure	Service
Is this a new/existing/revision of an existing document (mark as appropriate)	New x		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)	Homelessness Strategy 2018-2021 Homelessness Strategy, to tackle and prevent homelessness in collaboration with partners and customers. To identify housing needs and put in place initiatives to address these needs. The Strategy links in to other corporate strategies, including Housing Strategy and Vulnerable and Older Person's Strategy, and contributes to the delivery of the Council's priorities to the residents of the Borough.					
Please attach a copy of the strategy/plan/function/policy/procedure/service	 Homelessness Strategy FV.pdf					
Who are the main stakeholders? (eg general public, employees, Councillors, partners, specific audiences)	General public, service-users, partner agencies, internal colleagues, and Elected Members.					

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Section 2: Initial screening

Who is affected? (This may or may not include the stakeholders listed above)	The policy will impact on all residents of the Borough and people referred from outside the Borough and will form a basis for the working relationships and practices with both internal colleagues and external agencies.										
Who is intended to benefit and how?	Resources targeted at the right time and place will enable vulnerable people facing homelessness to receive appropriate advice and guidance to enable an improvement in their housing situation. External agencies and internal colleagues will benefit from improved working relationships and pathways.										
Could there be a different impact or outcome for some groups?	None identified.										
Does it include making decisions based on individual characteristics, needs or circumstances?	The Strategy allows for flexibility and thinking outside the box by providing pathways suited to individual characteristics.										
Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)	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.										
Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?	Not at the moment but this can be monitored by the Homelessness Strategy Steering Group who meets about 4 times a year.										
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 ✓	Carers	Y	N ✓
Disability	Y	N ✓	Pregnancy & maternity	Y	N ✓	Sex	Y	N ✓	Socio-economic status	Y	N ✓
Gender reassignment	Y	N ✓	Race	Y	N ✓	Sexual orientation	Y	N ✓			

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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	
		Yes	No
Age	There will be negative and positive impacts dependent on age , as seen in Homechoice data, P1E homelessness data, prevention and relief statistics, and information from partners and stakeholders	✓	
Disability	Work is being done to identify adapted properties, such as around adapted properties, and to Improve knowledge of adapted Registered Provider properties and record where they are located to make better use of resources and Homelessness Services are Disability Discrimination Act compliant	✓	
Gender reassignment	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.	✓	
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 support where required for pregnant women.	✓	
Race	No specific impact.	✓	
Religion & belief	No specific impact.	✓	
Sex	No specific impact.	✓	
Sexual orientation	No specific impact.	✓	
Carers	No specific impact	✓	
Socio-economic status	No specific impact. However, affordability is taken into account when looking at the suitability of accommodation.	✓	

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Proceed to full impact assessment? (Please tick)	Yes	No <input checked="" type="checkbox"/>	Date 15 th February 2018

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

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Section 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	Is the policy (function etc....) likely to have an adverse impact on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Are there any positive impacts of the policy (function etc....) on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Please rate the impact taking into account any measures already in place to reduce the impacts identified High: Significant potential impact; history of complaints; no mitigating measures in place; need for consultation Medium: Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures Low: Little/no identified impacts; heavily legislation-led; limited public facing aspect	Further action (only an outline needs to be included here. A full action plan can be included at Section 4)
Age				
Disability				
Gender reassignment				
Marriage & civil partnership				

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Pregnancy and maternity				
Race				
Religion & belief				
Sex				
Sexual orientation				
Carers				
Socio-economics				

Is this project due to be carried out wholly or partly by contractors? 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)

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Section 4: Review and conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
The Strategy promotes a positive impact and addresses both the causes and consequences of homelessness. This will raise quality of life, respecting individual characteristics.			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Identification of adapted properties	Homelessness Strategy Steering Group	Homechoice and Homelessness Manager	March 2019
Please provide details and link to full action plan for actions	Actions in the Vulnerable and Older Person's Strategy are to address physical and sensory disabilities.		
When will this assessment be reviewed?	March 2019		
Are there any additional assessments that need to be undertaken in relation to this assessment?	No		
Lead officer signoff	Lynn Glendenning, Homechoice and Homelessness Manager	Date 23rd March 2018	
Head of service signoff	Karen Carsberg, Strategic Housing Manager	Date 23rd March 2018	

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Please publish this completed EIA form on your website