

Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

Section 1 – Analysis Details (Page 5 of the guidance document)

Name of Policy/Project/Decision	Neighbourhood Support Housing Services - Young People's Accommodation & Support Tender
Lead Officer (SRO or Assistant Director/Director)	Adrian Crook (Director of Adult Social Services and Community Commissioning)
Department/Team	Health and Social Care
Proposed Implementation Date	2 nd February 2026
Author of the EqlA	Ahmed Ajmi- Integrated Strategic Lead
Date of the EqlA	20 th June 2025

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?
<p>This purpose of the report is to procure a housing support provider to deliver independent living skills to young people and young families. This would be under the following lots:</p> <p>Lot 1 – Young People's Accommodation and Support Service (including care leavers) for age 18 to 25; to include 40 units of accommodation comprising of self-contained units in a block(s) with shared communal space for social, educational and recreational opportunities based on the Foyer Model. (25 units immediately increasing to 40 by April 2026) with 6 to 9 months outreach support for those leaving the service and young people living independently in the community.</p> <p>Lot 2 – Ofsted Registered Young Families Accommodation and Support Service (including care leavers) for age 16 to 25; to include 20 units of mixed accommodation, (12 units immediately increasing to 20 by April 2026) with 6 to 9</p>

months specialist family outreach support for those leaving the service and young families living independently in the community.

Lot 3 – Ofsted Registered Accommodation and Support Service (including care leavers) for age 16 to 18; to include 9 units of mixed accommodation available from commencement of contract. With 6 to 9 months outreach support for those leaving the service.

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

2.1 Who could the proposed policy/project/decision likely have an impact on?

Employees: **Yes**

Community/Residents: **Yes**

Third parties such as suppliers, providers and voluntary organisations: **Yes**

If the answer to all three questions is 'no' there is no need to continue with this analysis.

2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation

Documentary Evidence:

The Community commissioning Division engaged in a number of engagement and consultation events to prepare for this tender.

This included a Soft Market event on the 30th April 2025.

Attached are the slides that were presented to stakeholders and notes from the event.



YP Soft Market Event 30.4.2025.pptx YP Soft Market Event - Key Themes FINAL.d

The division has also consulted with the Albert Kennedy Trust. Recommendations from our consultation with Albert Kennedy Trust; Pride Trust, young people from the LGBTQ+ community and research in this report: <https://www.akt.org.uk/lgbt-youth-homelessness-research-report-2025-theres-no-place-like-home/>

- All schemes should be inclusive with safe environments, celebrating diversity and difference
- LGBTQ+ champions (staff and tenants) in supported accommodation schemes
- All staff in services should have face to face co-produced equalities training, not just E-Learning
- Schemes should promote peer led awareness training for tenants
- Services should recruit people from this community with lived experience
- Data Collection at the front door in homelessness services and Providers needs updating to be inclusive, it is outdated and does not include all identities, the affect is that people from this community feel unrecognised and there are no drop down choices for them to identify as, the risk is that they then choose not share equalities information so we cannot then ensure we, and the services we commission meet their needs. Below is a link to the AKT referral form which has a drop down lists for sexuality and identity with the recommended options that should be given:
https://www.tfaforms.com/4681214?_gl=1*1tjt882*_ga*MTlyNDQwNjgyLjE2ODUwMDY5NTc.*_ga_47JL5CF6Z4*MTY5MjE4NzE3My4xNy4xLjE2OTIxODcxNzguMC4wLjA.

There were several opportunities from existing schemes to also contribute towards the tender with surveys and also one to one visits.

Attached are the letters and online survey links to facilitate the activities at Castlecroft.



Letter to floating
support and resettlement



Letter to floating
support and resettlement

Similar engagement and consultation took place at Ellen Court, which is a provision for Teenage Parents. Attached is a poster for face to face consultation and opportunity to engage online:



Letter to tenants at Ellen Court Survey
Ellen Court Nov 2024 Poster Nov 2024.pdf

Data:

Data was reviewed to consider the number of young people and young families accessing Bury Council Homelessness and Housing Advice Service and the current commissioned services.

Key highlight points were:

- demand is exceeding supply of supported accommodation for young people causing extensive unmet need and increased risk that young people will remain homeless or be unable to sustain future tenancies without support to develop skills.
- The number of incidents and safeguarding concerns is considered reasonable over a twelve-month period at a scheme for 25 young people. The nature of these incidents and safeguarding concerns are important as they inform what types is needed; most incidents related to anti-social behaviour, and most safeguarding alerts related to mental health concerns.
- The number of Care Leavers 18+ that accessed the above services during the period considered was 5.
- demand exceeds current supply, causing unmet need and increasing the risk for families being placed in temporary hotel accommodation. This is concerning as homelessness has a negative impact on families in many ways, especially for children, potentially impacting their health, social and emotional development.
- It is accepted that not all young parents and families will want or need supported accommodation, however a proportion would benefit from this model of housing to develop independent living skills.
- Others may need / want to live independently in the community with floating support, as such we must consider whether a specialist family outreach support service is needed for young families.
- Consideration must be given to the nature of incidents and safeguarding alerts at the scheme as this indicates the type of specialist support some families may need to stay safe, in particular, domestic abuse, child protection, anti-social behaviour and mental health.

Information/consultation:

The plans to procure alternative provision to hotel and bed and breakfast provision has been consulted with Children Services, Housing services across the borough, including the local authority.

Plans have been discussed with the senior leadership of the authority, finance colleagues and the Community Commissioning Division. The overwhelming view is that supply of housing needs to be increased for young people and young families- with stronger support to develop independent living skills.

The current young parents service is female only and following consultation and consideration of data we will be commissioning a young families service that is inclusive of for young mothers, young father, couples and parents from the LGBTQ+ community.

It is clear from the information and consultation activities that the new offer for young people must:

- Reduce homelessness among young people offering stable settled safe accommodation
- Support young people to access education, training, employment / voluntary work
- Improve health outcomes, in particular mental health and access to appropriate services
- Improve social opportunities, community connection, purpose and belonging
- Support young people to move on and successfully sustain tenancies in the community
- Promote equality & inclusion for all young people, celebrate diversity and offer safe space
- Keep young families together, promote healthy and safe relationships and improve outcomes for children and young parents
- Provide trauma informed environments and approaches to build confidence and trust
- Adopt a system wide joined up approach to partnership working with all stakeholders working collaboratively with young people

2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
Age	People over the age of 25 will not be able to access the provision.	Homelessness impacts all ages and the immediate need is to provide housing options for all people in the borough.	People over the age of 25 have other housing options in the borough, which includes supported accommodation. This includes provision under Neighbourhood Housing Support Services.	Neutral
Disability	Accommodations may not be suitable/require adaptations for people with some disabilities	There are people that may have physical disabilities who have not been able to access supported housing. This is especially for people that need wheelchair access	The commission will encourage there to be accommodation provision for people with additional mobility needs. The Community	Neutral

		provision or other adaptations in their properties.	Commissioning Division will continue to liaise with the Registered Housing Provider to ensure that there is accessible rooms for people with disabilities.	
Gender Reassignment	It is unlikely there would be any disproportionate impact relating to gender reassignment.			
Marriage and Civil Partnership	It is unlikely there would be any disproportionate impact in relation to marriage or civil partnership.			
Pregnancy and Maternity	It is unlikely there would be any disproportionate impact in relation to pregnancy and maternity.			

Race	People whose first language is not English may experience barriers in communication when accessing and using services	People that have different languages and backgrounds do access accommodation. Over the past two years, there has been an increase in the number of people from the Asylum and Refugee community that have needed support to utilise community assets and technology to address language barriers. This has included support to access ESOL classes.	The providers will need to make available information to people in different languages, using different formats. Also there is a requirement for them to have an inclusive workforce to reflect the diversity of Bury.	Neutral.
Religion and Belief	It is unlikely there would be any disproportionate impact relating to religion and belief. It is expected that the service provides a personalised service to all the people it supports, so would take account of any			

	support needs relating to religion or belief.			
Sex	Women escaping from domestic violence or sexual violence may need gender specific shared accommodations		If there are victims of domestic abuse where this provision is not suitable, there is a specific service that the Council commissions which victims will be referred to.	Neutral
Sexual Orientation	It is unlikely there would be any disproportionate impact in relation to sexual orientation. It is expected the commissioned service provide a service to all of the people it supports and has due regard to an individual's sexual orientation.			
Carers	It is unlikely there would be			

	any disproportionate impact in relation to sexual orientation. It is expected the commissioned service provide a service to all of the people it supports and has due regard for carers			
Looked After Children and Care Leavers	Possible gap in service provision for care leavers turning 18 if living independently from age 16	There is a recognition that there are care leavers that struggle with accessing supported accommodation.	The tender will be seeking provider(s) that are Ofsted Registered to comply with the Supported Accommodation (England) Regulations 2023 to ensure the needs of 16 -17 year old care leavers can be met.	Neutral
Socio-economically vulnerable	It is unlikely there would be any disproportionate impact in relation to socio-economic			

	reasons, as this commission and provision is defined for this group.			
Veterans	It is unlikely there would be any disproportionate impact in relation to Armed Forces personnel including veterans.			

Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date

Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score			Likelihood			
			1	2	3	4
			Unlikely	Possible	Likely	Very likely
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16
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3.2 Level of risk identified	1
3.3 Reasons for risk level calculation	<p>Low risk – no negative or high risks have been identified.</p> <p>There are no perceived negative impacts, only positive and neutral impacts, to the protected characteristics of the Equality Act 2010 and to the socioeconomically disadvantaged of in the new commission.</p> <p>Feedback will be sought from residents to ensure continuous service improvement through comprehensive feedback of the services commissioned.</p> <p>The providers will be reviewed by the Community Commissioning Division to ensure it is working well. Quantitative and qualitative data will be analysed regarding service delivery and the ages, tenure and ethnicity of applicants. This data can then be used to review the success of the commission and review who are benefiting from it the most and to ensure service equity</p>

Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed	X	
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed		
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		

Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager	Ahmed Ajmi	30/12/2024	
Responsible Asst. Director/Director			
EDI	Lee Cawley	23/06/2025	QA Complete. Potential impacts have been identified for some characteristics and circumstances all of which have been mitigated meaning all impacts are neutral for this activity.

EqIA Revision Log

5.2 Revision Date	Revision By	Revision Details

