


# Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

## 1. RESPONSIBILITY

<b>Department</b>	Communities and Wellbeing	
<b>Service</b>	Inclusion	
<b>Proposed policy</b>	Homelessness Strategy	
<b>Date</b>	13.08.2015	
<b>Officer responsible for the 'policy' and for completing the equality analysis</b>	<b>Name</b>	Harry Downie
	<b>Post Title</b>	Assistant Director
	<b>Contact Number</b>	0161 253 7570
	<b>Signature</b>	
	<b>Date</b>	13.08.2015
<b>Equality officer consulted</b>	<b>Name</b>	Helen Smith
	<b>Post Title</b>	Public Health and Social Care Intelligence Manager
	<b>Contact Number</b>	0161 253 6338
	<b>Signature</b>	 72/2015
	<b>Date</b>	14.08.2015

## 2. AIMS

<b>What is the purpose of the policy/service and what is it intended to achieve?</b>	<p>The strategy is a statutory requirement that provides a clear focus for in-house services, develops a direction of travel towards our ambitions and helps to influence commissioning behaviour.</p> <p>There is a strong focus on prevention – actions that will increase our understanding of homelessness and develop housing options. The need to avoid sub-standard or inadequate accommodation such as bed and breakfast is recognised as a positive means of helping people to move on as quickly as possible. This is built into the strategies 5 key priorities :</p> <ul style="list-style-type: none"> <li>- Understanding needs</li> <li>- Focusing on prevention</li> <li>- Good quality</li> <li>- Strong leadership and management</li> </ul>
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	- Building an effective and sustainable approach to provision
<b>Who are the main stakeholders?</b>	Present and future households presenting as homeless Potentially any member of the public Housing Assessment Service Other Council departments Public and statutory agencies Government departments Community and Voluntary Organisations Funding bodies

### 3. ESTABLISHING RELEVANCE TO EQUALITY

**3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics. If you answer yes to any question, please also explain why and how that group of people will be affected.**

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	No	No	The strategy focuses on need rather than protected characteristics.
Disability	Yes	No	Coupled with the Allocations Policy, the strategy has a positive impact on disability as there is provision for disabled people to be matched to adapted properties. This makes best use of a scarce resource and speeds up the allocation process. Changes in case law which have reduced the threshold will also be reflected in operational practice.
Gender	Yes	No	Statistics show that the gender split on homelessness is broadly even but we also know that relationship breakdown (often including violence) is a major cause of homeless presentations, with women being disproportionately represented. This strategy will work in tandem with the Domestic Violence and Abuse Strategy to protect victims - whether they choose to move or stay put.
Gender reassignment	No	No	Neutral Impact.
Age	Yes	No	The strategy will have a positive affect on younger, single homeless. 40% of

			decisions relate to people under 30 - which includes care leavers and those individuals hit by changes in benefit rules. With legislation favouring families with children, projects such as HEN, other schemes funded by SP grants and promoting suitable private sector properties provide accommodation and opportunities to meet the needs of this cohort that would not otherwise be available.
Sexual orientation	No	No	Neutral Impact
Religion or belief	No	No	Neutral Impact
Caring responsibilities	Yes	No	This strategy is positive for families as its actions are aimed at avoiding the use of bed and breakfast and hostel living (which can uncrease feelings of vulnerability).
Pregnancy or maternity	Yes	No	This strategy is positive for families as its actions are aimed at avoiding the use of bed and breakfast and hostel living (which can uncrease feelings of vulnerability).
Marriage or civil partnership	No	No	Neutral Impact

**3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.**

<b>General Public Sector Equality Duties</b>	<b>Relevance (Yes/No)</b>	<b>Reason for the relevance</b>
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	Yes	By seeking to integrate homeless households sensitively within neighbourhoods, the strategy aims to minimise the segregation and labelling of individuals or the creation of ghettos that foster discrimination and victimisation. <input type="checkbox"/>
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	Yes	The strategy recognises the different needs of homeless households and coupled with operational practice, reasonable adjustments (such as direct letting to disabled applicants) are put in place to minimise disadvantage and increase life chances.

Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	No	The emphasis on community resettlement and supporting homeless individuals to move on is central to the strategy aims. The need for cohesion and reducing inequalities is also recognised within the strategy with 'sustainable communities' identified as a priority.
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**If you answered 'YES' to any of the questions in 3a and 3b**

**Go straight to Question 4**

**If you answered 'NO' to all of the questions in 3a and 3b**

**Go to Question 3c and do not answer questions 4-6**

**3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.**

#### **4. EQUALITY INFORMATION AND ENGAGEMENT**

**4a.** For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

<b>Details of the equality information or engagement</b>	<b>Internet link if published</b>	<b>Date last updated</b>
<a href="#">Quality monitoring undertaken and reported to Government (P1E)</a>		
<a href="#">Customer surveys</a>		
<a href="#">Housing waiting list data</a>		
<a href="#">Service monitoring data</a>		

**4b.** Are there any information gaps, and if so how do you plan to tackle them?

[The Service intends to consult with the community and other providers to seek their views on the Strategy.](#)

## **5. CONCLUSIONS OF THE EQUALITY ANALYSIS**

<b>What will the likely overall effect of your policy/service plan be on equality?</b>	<a href="#">The strategy will have a positive impact on homeless households, particularly for younger people (access to housing), disabled people (direct lets) and families (no B&amp;B/hostel living). The wider role of housing in meeting basic needs, minimising disadvantage and enabling households to regain their independence is understood</a>
<b>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</b>	<a href="#">The influx of large numbers of homeless households in a small area can destabilise communities. We will continue to use dispersed accommodation (Community Resettlement) and sensitive lettings to minimise the impact.</a>
<b>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</b>	
<b>What steps do you intend to take now in respect of the implementation of your policy/service plan?</b>	<a href="#">The strategy will be subject to consultation with the community, providers and other interested parties prior to the Strategy being submitted to Cabinet for approval.</a>

## 6. MONITORING AND REVIEW

**If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.**

An action plan to accompany the Strategy will be drawn up and monitored on a quarterly basis by management. Progress against the strategy and action plan will be reported to senior management and elected members.

**COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX ([equality@bury.gov.uk](mailto:equality@bury.gov.uk)) FOR PUBLICATION.**