

Equality Impact Assessment

Title:	Homelessness Reduction Act	
Version:	1	
Date of draft:	6 September 2017	
Date approved by Equalities Group	5 October 2017	

Section 1A: Overview

Name of Policy, Procedure, Practice, Strategy or Service:	Implementation of Homelessness Reduction Act
Service, Group, Team:	Housing Services
Equality Assessment Lead Officer:	Steven Shanahan
Head of Service	Nick Thurstan

1B: Please state the intended outcomes of the policy	How will you know these have been achieved? <i>What performance monitoring is in place?</i>
<p>The Homelessness Reduction Act 2017 (the 2017 Act) received Royal Assent on 27th April 2017 and is expected to come into force in April 2018. The new Act makes significant amendments to the 1996 Housing Act, but does not replace it, and places new duties on councils to intervene earlier and for longer periods to prevent homelessness. In particular, councils will be required to work with anyone who is homeless or at risk of homelessness regardless of circumstances or priority need potentially for up to 16 weeks. Essentially all homelessness prevention work will be carried out under a statutory duty triggered by a homeless application.</p>	<p>Data creation, capture and analysis will be at the heart of the new approach.</p>

Section 2A: The policy. How will the policy/plan/strategy impact on residents, visitors, businesses or other agencies that we work with? <i>What work has been undertaken to advise these groups about the changes planned in the policy/plan/strategy?</i>
<p>There has been a national spotlight on the Act and its changes for a significant length of time and further publicity from national government is expected in the run up to implementation in April 2018.</p> <p>The Housing Service has revived the Homelessness Forum as a means of advising local partners of the changes in the Act. This met on 11 July and will meet regularly to oversee the implementation of the Act's provision locally.</p> <p>The implementation plan for the Act which is being delivered concurrently has as a specific action "Agree communication plan amongst key partners" working with the Council's Communication Service.</p>

2B: What needs is the policy/service designed to meet? *You could also refer to your current Service Plans and how the policy/service fits into EBC's Corporate Plan Priorities. How does the policy, procedure, practice, strategy or service align with Corporate Priorities*

The Housing Options Team provides statutory housing advice and homelessness services to eligible households at risk of losing their home. The service works closely with social and private landlords and providers of supported accommodation and floating support to prevent homelessness working under legislation relevant to homelessness: Housing Act 1996 (as amended by the Homelessness Act 2002 and the Homelessness Reduction Act 2017); Localism Act 2011.

2C: Is the service provided subject to any element of outsourcing? *Is the service delivered in part, or in its entirety by an outside company or organisation? If challenged about a service delivered on our behalf you must show that the organisation meets the expectations with regard to equalities in its customer service and recruitment and retention of staff.*

No

Section 3A: Gathering Information

What equality monitoring information do you gather and how is this information used to develop services, functions and policies at the current time. *You could look at the take up of services, customer satisfaction (complaints and compliments) and enforcement action.*

The service gathers a range of data under the national P1E return to government, currently under review nationally to reflect the greater emphasis on prevention. Data capture systems, principally the Locata Home Choice system is being revised in consultation with system users to capture this data and enable its analysis at local level. Customer approaches and a range of outcomes are submitted to scrutiny quarterly. A review of current policies and procedures is also a task in the implementation plan.

3B: What does available data and the results of any consultations show about the take up of services? What is the impact on different groups? (qualitative and quantitative). *You could look at previous community consultation exercises, customer reviews, census data, staff feedback etc. Does your consultation identify responses by protected characteristic or identify particular community and voluntary groups that you worked with.*

Remember: by law you are required to be able to demonstrate, through data analysis and evidence, that you have considered the impact of your service on **ALL** of the relevant protected groups. This document is just a short summary of this process and a tool to help you to check that you have taken the Equality Act 2010 and the Council's equality objectives into consideration.

The service already has homelessness prevention approaches and developing these effectively will require understanding of the causes of homelessness across a wide range of distinguishable groups and a range of prevention 'tools' that can then be applied in certain situations. This flexible and regularly reviewed framework will be overseen by the service manager and results discussed with the team members in structured 1-1s, team meetings and EPRDs as well as ad hoc; for example in response to a particular case where a team approach may be needed.

As part of the implementation plan, the customer journey will be mapped which will require the identification of a range of customers who may require a service.

Section 4: Impact Assessment *Here you need to analyse the needs of different groups and the possible impacts the service may have on them. How is the policy or decision likely to affect the **promotion of equality** and the **elimination of discrimination** in each of the groups?*

Stake Holder Group	Is this group likely to be affected in a positive way?	In what way will they be affected?	Is this group likely to be affected in a negative way?	In what way will they be affected?
Age (older people, young people)	No		No	
People with Disabilities (Both physical and mental impairments)	No		No	
Gender (Women, Men, Transgender, Transsexuals)	No		No	
Race (Black, Asian, Minority Ethnic groups. Include people whose first language is not English)	No		No	
Sexual Orientation	No		No	
Religion and belief	No		No	
Dignity, Human Rights and Socio-economic disadvantage	No		No	

Marriage and Civil partnerships	No		No	
Pregnancy and maternity/paternity	No		No	

Section 5A: Actions How will you monitor the ongoing effect of the policy/strategy/plan?	When will this be undertaken?	Expected outcomes / performance measures	Which Corporate Plan aim will this action meet?
Framework being developed	As part of implementation as outlined above but development will continue following implementation	Comprehensive performance framework	<p>Main object is compliance with statutory duties</p> <p>Delivering efficient and effective services that residents need.</p> <p>Provide help and advice in partnership targeting those most in need and vulnerable.</p>

5B: If you have identified any negative impacts on any of the groups in section 4 how will you mitigate the effect?					
Negative impact	Action required to mitigate any potential negative impact	Outcome / performance measure	Lead Officer – who will the monitoring of this action be reported to?	Date that the monitoring will be undertaken, how often will it be done?	Which of the current Equality Objectives does this action meet? (State number *)

N/A					
N/A					
N/A					

*The objectives are:

1. **Provide a welcoming and safe place for our communities, visitors and businesses which embraces equality and is free from discrimination.**
2. **Provide relevant services that are free from discrimination and delivered in a way that is responsive and accessible.**
3. **Understand and value the diversity of our communities through community engagement**
4. **Foster an accessible and inclusive working environment for all our staff and strive to achieve a workforce that is representative and diverse.**