

APPENDIX 2 – EQUALITY IMPACT ASSESSMENT

1. Front sheet

Title of EIA	Temporary Accommodation Providers List/DPS & Frameworks	Ref No.	
Delivery / Resource / Finance Unit or Intelligent Commissioning name	Housing Commissioning		
Aim of policy or scope of service	<ul style="list-style-type: none"> • To provide more temporary accommodation to house vulnerable homeless households • This is a statutory service, funded through Housing Benefit in a service area experiencing demand growth. • The new properties will benefit vulnerable people, avoiding unnecessary nightly booked hotel accommodation and saving the council the extra expense of this. • The contract will achieve longer term, settled accommodation, more suited to the household's needs. • The current contract for provision of this accommodation will end in 2020 		

2. Record of data/engagement; impacts identified; and potential actions to meet the Duties.

	Data ¹ that you have	Community engagement exercises or mechanisms ²	Impacts identified from analysis (actual and potential) ³	Potential actions to advance equality of opportunity, eliminate discrimination, and foster good relations (You will prioritise these below)
<p>Community Cohesion (what must happen in all communities to enable different groups of people to get on well together.)</p>	<p>PI's showing increasing number of service users and homeless people. Accommodating vulnerable homeless people means less rough sleeping, fewer anti-social problems and increased safety for vulnerable people and communities.</p>	<p>This is a statutory service and must be provided. Providers will work closely with the Community safety team.</p> <p>Neighbours forums and one off meetings Service users groups</p>	<p>Emergency and temp. accommodation provides marginalised and vulnerable groups with suitable, safe accommodation.</p> <p>There is the potential risk of disturbance to neighbours if the location of new blocks or groups of properties is not considered adequately</p> <p>Properties should be acquired throughout the</p>	<p>Assess the impact of blocks or groups of temporary accommodation on the local community, in which the properties are located prior to acquisition, to seek to minimise their impact upon the neighbourhood</p> <p>Prior to acquisition, to identify if there are other blocks or groups of properties in the area where their occupants may have a detrimental</p>

¹ 'Data' may be monitoring, customer feedback, equalities monitoring, survey responses...

² These may be ongoing links that you have with community and voluntary groups, service-user groups, staff forums; or one-off engagement sessions you have run.

³ If data or engagement are missing and you can not define impacts then your action will be to take steps to collect the missing information.

	Data ¹ that you have	Community engagement exercises or mechanisms ²	Impacts identified from analysis (actual and potential) ³	Potential actions to advance equality of opportunity, eliminate discrimination, and foster good relations (You will prioritise these below)
			<p>city promoting mixed communities</p> <p>ASB officers will help to mediate in the event of any complaints from the community based on behaviour of tenants.</p> <p>Neighbours and communities may be unhappy with the location of Framework properties</p>	<p>effect on the wellbeing of the Council's service users</p> <p>The location of potential properties to be assessed to ensure that areas in which the properties are located retain a mix of housing</p> <p>Set up liaison and complaints processes for neighbours of Framework properties</p>
Age (people of all ages)	Temporary Accommodation will provide housing for younger people, older people, children and other groups for whom there is a statutory obligation.	Service users groups Service users completion of equalities monitoring form	<p>The DPS will need accommodation suppliers to provide a range of accommodation suitable for all ages</p> <p>The DPS will need to provide specialised units for younger people and those with specific</p>	<p>Accommodation suppliers to seek to procure properties suitable for all ages</p> <p>Accommodation suppliers will have to evidence their compliance with Age</p>

	Data ¹ that you have	Community engagement exercises or mechanisms ²	Impacts identified from analysis (actual and potential) ³	Potential actions to advance equality of opportunity, eliminate discrimination, and foster good relations (You will prioritise these below)
			identified needs	equality legislation.
Disability (a person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities ⁴)	Temporary Accommodation caters for people from all backgrounds in line with Homelessness legislation. This will include people with disabilities who would be considered vulnerable and in need of housing.	Service users groups Service users completion of equalities monitoring form	The DPS will need to provide more accommodation that is or can be adapted for disabled people The DSP will need to provide accommodation in locations that are suitable for service users with disabilities Ensuring those with specific identified needs are supported	Accommodation suppliers to identify and seek properties, which can be adapted to suit specific service users disability needs Accommodation suppliers to identify and seek properties, which are in locations that are appropriate for specific service users disability needs

⁴ The definition includes: sensory impairments, impairments with fluctuating or recurring effects, progressive, organ specific, developmental, learning difficulties, mental health conditions and mental illnesses, produced by injury to the body or brain. Persons with cancer, multiple sclerosis or HIV infection are all now deemed to be disabled persons from the point of diagnosis.

	Data¹ that you have	Community engagement exercises or mechanisms²	Impacts identified from analysis (actual and potential)³	Potential actions to advance equality of opportunity, eliminate discrimination, and foster good relations (You will prioritise these below)
				Accommodation suppliers will have staff trained and committed to ensuring equality for disabled customers.
Gender reassignment (a transsexual person is someone who proposes to, starts or has completed a process to change his or her gender. A person does <u>not</u> need to be under medical supervision to be protected)	Providing Temporary Accommodation which caters for people from all backgrounds in line with Homelessness legislation this includes vulnerable groups such as the gender reassignment community	Equalities monitoring forms provide details of service users particular needs and status.	Service users need safe and secure accommodation with direct access to support services Ensuring those with specific identified needs are supported	Accommodation suppliers may be requested to provide accommodation that is safe and secure accommodation with direct access to support services Accommodation suppliers will have to evidence their compliance with Gender reassignment equality legislation
Pregnancy and maternity (protection is during pregnancy and any statutory maternity leave to which the woman is entitled)	Providing Temporary Accommodation which caters for people from all backgrounds in line with Homelessness legislation particularly pregnant and nursing mothers to ensure the safety and security of	Equalities monitoring forms provide details of the status of women who are vulnerable through pregnancy or maternity periods. This enables the council to ensure that the woman's statutory needs		The DPS will aim to provide accommodation that enables all service users to have fair and equal access to services. Allocation policies ensure that pregnant women and

	Data ¹ that you have	Community engagement exercises or mechanisms ²	Impacts identified from analysis (actual and potential) ³	Potential actions to advance equality of opportunity, eliminate discrimination, and foster good relations (You will prioritise these below)
	both parent and child.	are being met.		<p>nursing mothers are prioritised for suitable accommodation</p> <p>Accommodation suppliers will have to evidence their compliance with pregnancy and maternity equality legislation</p>
<p>Race (this includes ethnic or national origins, colour or nationality, including refugees and migrants; and Gypsies and Travellers)</p>	<p>Temporary Accommodation caters for people from all backgrounds in line with Homelessness legislation regardless of race, ethnicity, nationality or colour.</p>	<p>Equalities monitoring forms provide details of tenants which are used to monitor race, ethnicity, nationality and colour and ensure fairness of practice..</p>	<p>Tenants will be allocated to properties ensuring that known ASB/Racial aggravation hotspot areas are avoided</p>	<p>The DPS will aim to provide accommodation that enables all service users to have fair and equal access to services.</p> <p>Specialist Temporary Accommodation ASB officer will casework with families if discriminations occurs and re-house them if required</p> <p>Accommodation suppliers will have to evidence their</p>

	Data ¹ that you have	Community engagement exercises or mechanisms ²	Impacts identified from analysis (actual and potential) ³	Potential actions to advance equality of opportunity, eliminate discrimination, and foster good relations (You will prioritise these below)
				compliance with Age equality legislation
<p>Religion or belief (religion includes any religion with a clear structure and belief system. Belief means any religious or philosophical belief. The Act also covers lack of religion or belief.)</p>	<p>Temporary Accommodation caters for people from all backgrounds in line with Homelessness legislation and regardless of belief system.</p>	<p>Equalities monitoring forms provide details of tenant's requirements in this respect.</p>	<p>Where necessary, tenants will be allocated to properties ensuring that known ASB areas are avoided</p>	<p>The DPS will aim to provide accommodation that enables all service users to have fair and equal access to services</p> <p>ASB officer can casework with families if discriminations occurs and re-house them if required</p> <p>Accommodation suppliers will have to evidence their compliance with equality legislation regarding religion/belief.</p>

	Data ¹ that you have	Community engagement exercises or mechanisms ²	Impacts identified from analysis (actual and potential) ³	Potential actions to advance equality of opportunity, eliminate discrimination, and foster good relations (You will prioritise these below)
Sex (both men and women are covered under the Act)	Temporary Accommodation caters for people from all backgrounds in line with Homelessness legislation	Equalities monitoring forms provide details of tenant's sex.	Housing allocations will be appropriate to individuals' requirements in terms of sex e.g. We have temporary accommodation units which are single sex units.	The DPS will aim to provide accommodation that enables all service users to have fair and equal access to services. Accommodation suppliers will have to evidence their compliance with equality legislation regarding sex.
Sexual orientation (the Act protects bisexual, gay, heterosexual and lesbian people)	Temporary Accommodation caters for people from all backgrounds in line with Homelessness legislation including those from the LGBT community	Equalities monitoring forms provide details of tenant's orientation.	Service users will be allocated to properties ensuring that known ASB areas are avoided.	The fDPS will aim to provide accommodation that enables all service users to have fair and equal access to services. ASB officer can casework with families if discriminations occurs and re-house them if required Accommodation suppliers will have to evidence their compliance with equality

	Data ¹ that you have	Community engagement exercises or mechanisms ²	Impacts identified from analysis (actual and potential) ³	Potential actions to advance equality of opportunity, eliminate discrimination, and foster good relations (You will prioritise these below)
				legislation regarding sexual orientation.
<p>Marriage and civil partnership (only in relation to due regard to the need to eliminate discrimination)</p>	<p>Temporary Accommodation caters for people from all backgrounds in line with Homelessness legislation</p>	<p>Equalities monitoring forms provide details of tenant's marital and partnership status.</p>	<p>People from all backgrounds will have access to properties to suit to their particular needs.</p>	<p>The DPS will aim to provide accommodation that enables all service users to have fair and equal access to services.</p> <p>Accommodation suppliers will have to evidence their compliance with equality legislation regarding marriage and civil partnership status.</p>

	Data ¹ that you have	Community engagement exercises or mechanisms ²	Impacts identified from analysis (actual and potential) ³	Potential actions to advance equality of opportunity, eliminate discrimination, and foster good relations (You will prioritise these below)
<p>Other relevant groups eg: Carers, people experiencing domestic violence, substance misusers, homeless people, looked after children etc</p>	<p>Temporary Accommodation caters for people from all backgrounds in line with Homelessness legislation particularly vulnerable groups.</p>	<p>Equalities monitoring forms provide details of tenant's particular needs and status. This information is used to ensure the most suitable property available is offered to them.</p>	<p>The DPS will help to free up the move-on pathway enabling homeless people to receive the support they need</p>	<p>The DPS will aim to provide accommodation that enables all service users to have fair and equal access to services.</p> <p>Accommodation suppliers will have to evidence their compliance with equality legislation regarding other relevant groups and evidence what appropriate training has been provided.</p>

3. **Prioritised Actions:**

NB: you should also highlight here if there is potential for cumulative impact across the service or for a specific group.

Action	Timeframe	Lead officer	Evidence of progress	Success measure
Increase the number of DPS/framework properties that are suitable or can be adapted for disabled service users	From 2016	Acquisitions Manager	A reduction in the number of disabled people are living in unsuitable temporary accommodation or specialist hotel rooms	All disabled people are living in suitable temporary accommodation
Increase the number of DPS/framework properties in locations suitable for disabled service users	From 2016	Acquisitions Manager	A reduction in the number of disabled people are living in unsuitable temporary accommodation or specialist hotel rooms	All disabled people are living in suitable temporary accommodation
Increase the number of DPS/Framework properties that can be used for service users of all ages and families of all sizes	From 2016	Acquisitions Manager	Decrease number of nightly booked hotels used for temporary accommodation	All service users are living in temporary accommodation suitable for their needs
Prior to acquisition assess the impact of DPS/Framework properties and their occupants (particularly blocks or groups of properties) upon the local community	From 2016	Acquisitions Manager	Reduction in the number on neighbours complaints	Minimal or no neighbours complaints
Prior to acquisition assess the impact of anti-social behaviour from existing residents on vulnerable service users in DPS/Framework properties	From 2016	Acquisitions Manager	Reduction in the numbers of service user complaints of ASB	Minimal or no service user complaints of ASB
Increase the number of safe and secure properties available to vulnerable service	From 2016	Acquisitions Manager	Increased well being of vulnerable service users	

users				
Set minimum standards of management for all accommodation suppliers	December 2015	Acquisitions Manager	Improved management standards, reduction in complaints from service users	All DPS/Framework accommodation suppliers adhere to the minimum management standards
Set minimum standards for all properties acquired under the DPS/Framework agreement	December 2015	Acquisitions Manager	Improved property standards, less complaints from service users	All properties are maintained to the minimum standard

Signing of EIA:-

Lead Equality Impact Assessment Officer:

Date:

Head of Service Delivery Unit

Date:

Lead Commissioner (if required):

Date:

Communities and Equality Team

Date:

NB: Actions must now be transferred to service or business plans