



## Equality Impact Assessment (EIA) – Purchase of Former Private Sheltered Scheme as Temporary Accommodation: Cabinet – 13/08/2024

Stage	Title	Purpose
1	Preliminary Assessment	Initial assessment of possible impact.
2	Equality Risk Assessment	Scoring to assess the level of risk.
3	Equality Impact Assessment – Addressing Impact	Level of detail depends on risk assessment scoring but any removal or reduction in service must go through Stage 3.
4	Sign Off	Approval and decision-making details.
5	Implementation	Action Plan to implement and minimise impact.

## Stage 1 – Preliminary Assessment

Question	Response/Consideration
1.1 Decision being assessed	Purchase of private sector Sheltered Housing Scheme for use as Temporary Accommodation
1.2 Lead Officer	Matt Harwood-White
1.3 What are the aims or function of the service or policy?	To provide suitable, safe and secure short term temporary accommodation to households presenting as homeless under the statutory duty in a way that is financially sustainable.
1.4 Which policies relate to the delivery of this service?	Purchase of Assets
1.5 Who are the main audience, users or customers who will be affected?	Homeless Households
1.6 Will removing, reducing or changing this service/policy lead to members of the community being treated less favourably and so contribute to inequality?	<p>Yes – Ongoing accommodation likely to be provided outside of the borough increasing the likelihood of:</p> <ul style="list-style-type: none"> <li>• Removal from existing Healthcare or Educational provision.</li> <li>• Difficulties in seeking local employment that may help to resolve their situation.</li> <li>• Difficulties in accessing ongoing support and specialist services within the borough.</li> <li>• Detachment from personal support networks.</li> <li>• Placement in establishments not compatible their specific vulnerabilities or support needs.</li> </ul>

**Equality Aims – consider how the decision meets the three Equality Aims listed in the Equality Act.**

Aim	How does the proposal / policy / service meet the equality aim?
To eliminate unlawful discrimination,	N/A

harassment and victimisation	
To advance equality of opportunity between people who share a protected characteristic and those who do not	Provides access to safe and secure accommodation to households that may not be able to access the private sector due to specific circumstances or vulnerabilities such as age (care leavers) or disability (mental health)
To foster good relations between those who share a protected characteristic and those who do not	N/A

## Stage 2 – Equality Risk Assessment - Protected Characteristic Groups

Place an 'X' in against either 'positive impact', 'negative impact', 'no impact' for each protected characteristic group

### 2.1 Assess the Equality Risk

	Age	Disability	Gender	Race	Sexual Orientation	Religion	Gender Reassignment	Marriage/Civil Partnerships	Pregnancy/Maternity
Positive impact	x	x	x						x
Negative impact									
No impact				x	x	x	x	x	

### 2.2 Conclusion – if there is 'No Impact' for all of the protected characteristics then stages 3 – 5 do not have to be completed

"[Enter text]"

### Stage 3 – Equality Impact Assessment – Addressing Impact

Question	Response/Consideration
<b>3.1 What is the reason for the proposed decision/change?</b>	To provide safe and secure in borough temporary accommodation and address the rising costs of provision of this type.
<b>3.2 What consultation activity has been undertaken or is planned?</b>	Consultation will take place with neighbouring properties.
<b>3.3 Service Users – What methods are used to monitor the characteristics of service-users with protected characteristics?</b>	Day to day contact and ongoing provision of support
<b>3.4 Referring to Stage 2, which ‘protected characteristic’ group(s) are most likely to be affected by this change? Describe any negative impacts identified in more detail.  Outline ways in which negative or positive impacts will be addressed?</b>	<p>The most likely groups impacted will be women who are pregnant or have children and those suffering from a physical or mental disability who do not have a steady income. We have a wider responsibility to protect neighbouring residents who may fall into the groups from any detrimental impact from the scheme.</p> <p>The council works with various support agencies such as social care, floating support and the health service to assist homeless households with all aspects of obtaining and maintaining accommodation. The scheme will also be overseen by the Housing Options team and any anti-social behaviour addressed.</p>
<b>3.5 If the decision involves a service/policy being reduced/removed will this lead to missed opportunities to promote equality of opportunity?</b>	N/A

3.6 What outcome does this assessment suggest we take? Select one option and action to be taken			
Option	Outcome	Tick Selected Option	Explanation
1	Continue with proposed changes No discrimination or adverse impact identified	<input checked="" type="checkbox"/>	Proposed changes will have a positive impact on service users
2	Continue with proposed changes Suitable adjustments to lessen the impact identified	<input type="checkbox"/>	
3	Continue despite adverse impact or missed opportunities to promote equality	<input type="checkbox"/>	
4	Stop and rethink Actual or potential discrimination identified	<input type="checkbox"/>	

What plans are in place to monitor the actual impact of the proposal?	Ongoing monitoring of the scheme by the housing service.
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### Stage 4 – Sign-off

	Details
Director/Assistant Director approved by:	Damien Ghela
Date:	5 August 2024
Member Approval (Date and Title of Committee):	Cabinet 13 August 2024
Committee Decision:	Cabinet 13 August 2024

### Stage 5 – Implementation

**5.1** Referring to **Stages 1 (preliminary assessment), Stage 2 (equality risk assessment) and Stage 3 (equality impact assessment)** please list what tasks/actions you will take to minimise the impact of this change.

<b>Task</b>	<b>Outcome</b>	<b>Lead</b>	<b>Resources</b>	<b>Deadline</b>
Develop a communication strategy.	Surround residents kept informed and consulted on changes	Caroline Adlem	Staff resources	Ongoing
Ensure provision of appropriate support services.	Cohesive approach to the provision of support maximising the potential benefits to households	Damien Ghela	Staff resources	Time of occupation
Ensure provision of suitable management arrangements.	Minimise any actual or perceived impact on surrounding residents	Damien Ghela	Staff Resources	Time of occupation