

Equality Impact Analysis

Assessment Proforma

EIA
Title:

South Lakeland District Council Homelessness Strategy 2019 - 2024

- 1.0 The public sector equality duty (2011) covers the following eight **protected characteristics**:

Age, disability, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity.

The duty also covers marriage and civil partnership, but only relating to the elimination of unlawful discrimination (see below, 2.0).

- 1.1 SLDC includes “**rurality**” and “**socio-economic disadvantage**” as additional categories in its equality impact assessments. Although socio-economic status and rurality are not recognised protected characteristics under the Equality Act, people on low incomes or in rural isolation are highly likely to be affected by services that are intended to support vulnerable people.

- 2.0 **The General Equality Duty.**

SLDC, in the exercise of its functions, should:

- a. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**
- b. **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- c. **Foster good relations between people who share a protected characteristic and those who do not.**



Step 1

Summarise the subject and expected outcomes of this EIA.

The Homelessness Act 2002 places a duty on local authorities to carry out a review of homelessness and to formulate a homelessness strategy that is informed by the review findings.

South Lakeland District Council has carried out a Review of homelessness in partnership with a multi-agency Strategic Homelessness Group and drafted a Homelessness Strategy setting out how the priorities of homelessness prevention, increasing the supply of settled accommodation, ensuring the right support is available to those that need it and tackling complex needs, will be met

Who are your main stakeholders and list any engagement undertaken (include surveys, feedback forms, complaints, statistics etc.).

Voluntary and Statutory Sector agencies such as Cumbria County Council – Adult Social Care/Children’s Services, Public Health and NHS, Inspira, Manna House, SLDC Housing Options Team, SLDC Housing Standards Team, Registered Providers who have an interest in homelessness and service users.

Consultation took place with voluntary and statutory agencies in order to determine the priorities for the Strategy and potential actions. Consultation was held with service users through a survey. A workshop was held on 4 December 2018 to consider the priorities and actions that need to be carried forward into the Homelessness Strategy Action Plan.

Further consultation will be taking place with Ward Members, Parish Councils and voluntary and statutory agencies on the draft South Lakeland District Council Homelessness Strategy 2019 – 2024.

Step 2

Equality Action Plan

<p>In providing this service, what are the impacts for the following people?</p> <ol style="list-style-type: none"> 1. Age (young and old) 2. Black and Minority Ethnic 3. Disabled 4. Faith/Belief 5. Sexual Orientation 6. Gender 7. Gender reassignment 8. Pregnancy and maternity 9. Marriage and Civil Partnership 10. Socio-economic disadvantage (including rural deprivation, 'rurality') <p>(See glossary below for definitions)</p>	<p>Positive impacts</p>	<p>Negative impacts</p>	<p>Mitigating actions (to avoid negative impact):</p>	<p>Lead Officer & When</p>	<p>Complete Y/N</p>
<p>Age – young people and sexual orientation – where they are placed in the private rented sector may find it difficult to manage the tenancy if they are vulnerable.</p>		<p>Y</p>	<p>Each case to be assessed and referred to the Central Access Point for appropriate support. Children's Services to be involved with all 16 and 17 year old homeless cases.</p>	<p>Housing Options Manager</p>	
<p>People in rural areas – may find difficulty in accessing housing options services in Kendal and Ulverston.</p>		<p>Y</p>	<p>Housing Options Manager to continue outreach services in rural areas to meet any identified need.</p>	<p>Housing Options Manager</p>	
<p>Socio-economic disadvantage</p>	<p>Y</p>		<p>Increasing homelessness prevention, supply and support.</p>	<p>Housing Options Manager</p>	

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<p>People in rural areas – social rents may be more expensive in the future in rural areas due to affordable rents and welfare reform.</p>		<p>Y</p>	<p>Housing Options staff will carry out an affordability check to determine that ingoing tenants will be able to afford the rent and avoid future homelessness.</p>	<p>Housing Options Manager</p>	
<p>BME – English not first language – households need to receive adequate guidance to explain housing options services.</p>		<p>Y</p>	<p>Ensuring that translation services are available in line with race equality standards set out within the Social Housing Equality Framework.</p>	<p>Housing Options Manager</p>	
<p>Gender – an offer of accommodation too near a perpetrator of domestic violence.</p>		<p>Y</p>	<p>The Housing Options Team will ensure that any offer of accommodation to end the homelessness duty is suitable and that domestic violence victims are offered additional support as required.</p>	<p>Housing Options Manager</p>	
<p>BME – an offer of accommodation too near a perpetrator of race crime/harassment</p>		<p>Y</p>	<p>The Housing Options Team will ensure that any offer of accommodation to end the homelessness duty is suitable and offer additional support</p>	<p>Housing Options Manager</p>	

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			<p>required.</p>		
<p>All categories – monitoring to take place on an annual basis to review the Homelessness Strategy Action Plan on its affect on equality and repeat homelessness</p>	<p>Y</p>		<p>The Council will monitor the implementation of the Homelessness Strategy Action Plan to ensure that any negative impacts are minimised.</p>	<p>Principal Housing Strategy Officer</p>	
<p>Sexual orientation – risks arise where young lesbians, gay men, bisexual and transgender people are rehoused too close to a perpetrator of hate crime. Additionally, they may be at risk in hostel situations if their sexual orientation is known. Lesbians, gay men, bisexual and transgender people may be less willing to disclose their sexuality to housing options staff in cases where they are fearful for the safety.</p>		<p>Y</p>	<p>The Housing Options Team will ensure that each case is assessed and appropriate accommodation is allocated away from the perpetrator. Housing Options and Hostel staff to receive equality training to ensure that the needs of lesbians, gay men, bisexual and transgender people are taken into account.</p>	<p>Housing Options Manager</p>	

Step 3

Examples of good equality practice you have put in place (For example, all venues used are accessible for people with mobility, hearing and sight impairments)

The draft South Lakeland District Council Homelessness Strategy sets out priorities that will prevent homelessness, increase the supply of settled accommodation, ensure that appropriate support is available and tackle complex needs. The Action Plan will be monitored on an annual basis by the Housing Advisory Group and a multi-agency Strategic Homelessness Group and any equality impacts will be reported to the Group.

The council has a list of equality contacts who can be contacted for consultation or to ask advice. The list is on the intranet under Equality and Diversity. If you need any support when completing this Equality Impact Analysis, please contact the Partnerships and Funding Officer.

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Glossary

Age: This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

Civil partnership: Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

Disability: A person has a disability 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. Includes: Physical/sensory disability, mental health or learning disability.

Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Maternity: The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

Race: It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

Religion or belief: "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes Christianity, Islam, Judaism, Hinduism, Buddhism, and non religious beliefs such as Humanism.

Sexual orientation: This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Socio-economic disadvantage: This includes people on low incomes, as well as issues around rural and urban deprivation, such as access to services and transport. Rurality should be specifically considered as South Lakeland is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.