

EQUALITY IMPACT ASSESSMENT

Housing Solutions and Support Service Establishment
Reduction

Reference: EIA000301

Date: 26/01/2024



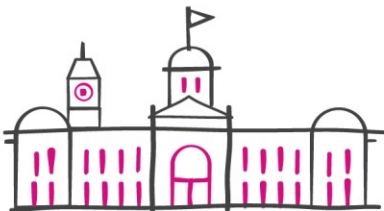
 **RESET**

 **RESHAPE**

 **RESTART**

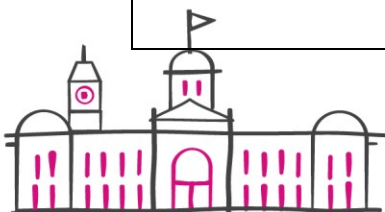
EIA Form – About your EIA

Reference number	EIA000301
Date Submitted	26/01/2024
Subject of the EIA	Housing Solutions and Support Service Establishment Reduction



Brief description of the policy, service or function covered by the EIA

Housing Solutions and Support is responsible for statutory service delivery to vulnerable citizens. This includes – people who sleep rough, single homeless and families, including temporary accommodation (TA) and move-on. A redesign of HSS (2019-22) invested in capacity to effectively respond to the persistent increases in homelessness presentation demand. The previous model was placing a financial strain on the General Fund which resulted in overspends in TA in previous years. Since the mobilisation of the new Target Operating Model (TOM), there have been considerable environmental changes that has resulted in the service experiencing further significant increases in the number of households presenting as homeless (39% increase since July 2021), which has resulted in TA usage increasing by 38%, i.e., Covid-19 impact, cost of living crisis, housing market changes, increases in rent, increase in asylum seekers and DA homelessness cases. Despite this increase in homelessness demand, due to the additional capacity the service secured during 2021/22, homelessness prevention rates have improved. The average homeless prevention rate for 2021 was 37.43% this increased to an average homeless prevention rate of 47.26% in 2023. More recently in the last quarter of 2023 we have seen the prevention rate increase to an average of 57.35%. The saving proposals will reduce capacity within the service and impact service delivery and performance. However, it is the objectives of the service to mitigate against potential harm whilst acknowledging the already challenging environment and pressures. Equalities It is well documented that households with certain characteristics are adversely and disproportionately affected by homelessness. Research by Heriot Watt University identified that Black households are three times more likely to experience homelessness than white households. Source: Black people are over three times more likely to experience homelessness - Heriot-Watt University (hw.ac.uk). For women there is a strong correlation between the experience of domestic abuse and homelessness, having children then correlates with the likelihood of requiring temporary accommodation. Homelessness can also have a devastating impact on an individual’s health and well-being. Across all forms of health care needs, both physical and mental, as well as access to necessary support, people experiencing homelessness report poorer diagnoses and greater barriers to the healthcare needed than the general population. According to a report by the Local Government Association,



	<p>people experiencing homelessness report much poorer health than the general population. A recent national audit found that 41% of homeless people reported a long-term physical health problem and 45% had a diagnosed mental health problem, compared with 28% and 25% respectively in the general population. Source: 22.7 HEALTH AND HOMELESSNESS_v08_WEB_0.PDF (local.gov.uk) Homeless_Health_Needs_Audit_Report.pdf (kxcdn.com) In Birmingham 28% of all homeless cases present with additional support needs. The most common reasons for support needs are: • Access to education, employment and training • Domestic Abuse • Mental Health Data Source-Power BI At present the average length of stay for a household in temporary accommodation is 73 weeks and there are circa 4997 households. The average length of stay for a household in B&B is 21 weeks and there are circa seven hundred households.</p>
Equality Assessment is in support of...	["Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-04-01

Directorate, Division & Service Area

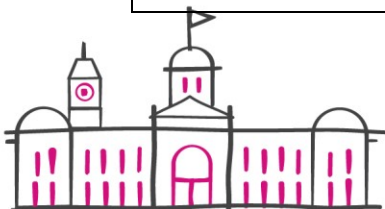
Which directorate(s) are responsible for this EIA?	["City Housing"]
Division	Housing Solutions and Support Service
Service area	Case Management Service, Temporary Accommodation, Accommodation Finding Team
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Ranjeet Kaur
What is the accountable officer's email address?	Stephen Philpott

Data Sources

Data sources	["Birmingham City Observatory data and insight", "Quantitative data (please specify in the box below)", "Relevant reports/strategies", "Relevant research"]
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Data source details	<p>Power BI- Housing Solutions and Support Service Data</p> <p>Black people are over three times more likely to experience homelessness - Heriot-Watt University (hw.ac.uk).</p> <p>22.7 HEALTH AND HOMELESSNESS_v08_WEB_0.PDF (local.gov.uk)</p> <p>Homeless_Health_Needs_Audit_Report.pdf (kxcdn.com)</p> <p>Disabled people are disproportionately affected by homelessness – and getting support feels ‘nearly impossible’ (theconversation.com)</p> <p>Barriers faced by people with disabilities in exiting homelessness (homelessnessimpact.org)</p> <p>LGBTQ+ and Homelessness - Statistics and Support Crisis UK</p> <p>Full article: Is LGBT homelessness different? Reviewing the relationship between LGBT identity and homelessness (tandfonline.com)</p>
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Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]



Please describe the impact to the age characteristic

All citizens regardless of their age can access the service and assistance will be given to all in accordance with legislative requirements.

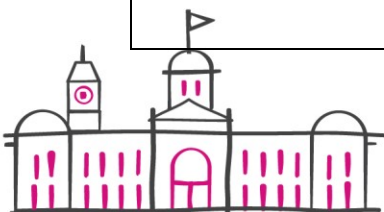
Service data tell us that the service receives highest number of applications from households in the age groups 20-29years, 30-39years, 40-49 years; the age profile of households within temporary accommodation (TA) falls into the same groups. We also know that most of our households in temporary accommodation have dependent children therefore this age group will also be adversely impacted.

Service users who approach us for advice and assistance on the day they become homeless may experience longer wait times before they are attended to. Similarly, those who have received advance notice of their impending homelessness, such as an eviction notice from their landlord, may also face extended wait times for pre-booked appointments. Consequently, this could limit the time our service has to prevent their homelessness.

Where service users are placed in temporary accommodation, they may find themselves housed in unfamiliar parts of the city or even outside the city limits. This displacement could distance them from their support networks, friends, and family. Employed individuals might face extended commutes to their workplaces. Similarly, households with children may have to travel further to reach schools and children's education could be impacted. If these households rely on public transport, they could incur additional costs.

Service users are generally placed in Bed & Breakfast (B&B) accommodation and then moved into more suitable temporary accommodation. The transfer from B&B into more suitable TA will take longer.

The reduced capacity will make it challenging to maintain the current level of support and assistance to service users helping them find and move into secure accommodation and ensuring they possess the necessary skills to sustain their tenancies and break the cycle of repeat homelessness. As a result, they may find they are placed in temporary accommodation for longer lengths of time and it takes longer to resolve their homelessness. There's a risk that citizens may accrue arrears or debt due to the reduced



	<p>capacity to address rent issues promptly.</p> <p>These factors could potentially have a detrimental effect on their health and wellbeing</p>
<p>How will you mitigate against any negative impact to the age characteristic?</p>	<p>The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.</p> <p>For service users that are placed in temporary accommodation the service will continue to consider any vulnerabilities or needs of service users when assigning them temporary accommodation. We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost and improve standards and limit the use of temporary accommodation outside city limits.</p> <p>The service will also continue to build on existing partnership working arrangements with the Children's Trust, Adult Social Care, Early Intervention and Prevention service, Public Health, and other relevant partners to mitigate impact. Our dedicated housing solution for young people 18-25 will continue as will our tailored domestic abuse offer.</p> <p>Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help;</p> <ul style="list-style-type: none"> a) reduce the number of households in B&B, b) reduce the time spent by households in B&B c) increase the quality of temporary accommodation. <p>The service will also continue to reduce the use of B&B and improve standards through existing workstreams</p> <p>The ongoing work of the Accommodation Finding Team will continue to provide households with access to accommodation via the private rented sector.</p>

Protected Characteristic – Disability

<p>Does this proposal impact those people with a disability as per the Equality Act 2010?</p>	<p>Yes</p>
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Please describe the impact to the disability characteristic

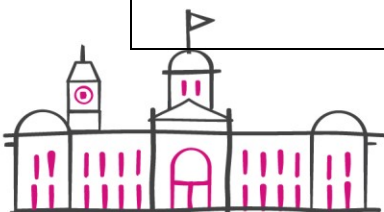
All citizens regardless can access the service and assistance will be given to all in accordance with legislative requirements.

Our data reveals that while 20.92% of service users who presented as homeless and then went onto complete a homeless assessment disclosed, they have a disability, 41.74% did not disclose this information. Similarly, 9.03% of households in Temporary Accommodation disclosed disabilities, 47.22% of households did not disclose any disabilities. Whilst our figures are low, national research on the impact of homelessness on this demographic indicates that households with disabilities are disproportionately affected by homelessness. There is also a recognized issue concerning undisclosed disabilities.

The number of people qualifying for homelessness support in England because of a disability rose by 73% from 2018-2021. Between 2018 to 2022 in England, households accepted as homeless by reason of physical ill health or disability increased by 73%. The poverty rate for people with disabilities is 32%, 12% higher than poverty rates in the general population.

The service is accessible by phone, in person, via our website and considerations with regards to accessibility, such as hearing loops, immersive readers, ramps, are already in place. However, service users with disabilities who approach us for advice and assistance on the day they become homeless may experience longer wait times before they are attended to. Similarly, those who have received advance notice of their impending homelessness, such as an eviction notice from their landlord, may also face extended wait times for pre-booked appointments. Depending on the nature of the disability, these individuals may already find it more challenging to access the service. The additional wait times could pose further challenges and potentially have a detrimental impact on their health and wellbeing.

Service users that are placed in temporary accommodation with disabilities may face challenges in sourcing suitable accommodation due to a shortage of accessible housing. They may be placed in temporary accommodation outside the city, distancing them from their support networks, family, and friends. This could necessitate longer travel times to appointments with external support agencies or



	<p>medical appointments, potentially incurring additional costs if they rely on public transport. Certain disabilities, such as mental health conditions, could be exacerbated, potentially having a detrimental impact on their health and wellbeing if they are unable to attend appointments.</p> <p>There is also a general impact that all characteristics will experience; in that it will take longer to resolve their homelessness.</p> <p>Households are generally placed in B&B accommodation and then moved into more suitable TA. The transfer from B&B into more suitable TA will take longer</p> <p>The reduced capacity will make it challenging to maintain the current level of support and assistance to households. This includes helping them find and move into secure accommodation and ensuring they possess the necessary skills to sustain their tenancies and break the cycle of repeat homelessness. There's a risk that citizens may accrue arrears or debt due to the reduced capacity to address rent issues promptly.</p>
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How will you mitigate against any negative impact to the disability characteristic?

The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.

Where service users are placed in temporary accommodation the service will continue to deliver our statutory duty around suitability of temporary accommodation (TA) and support households with disabilities within TA. In accordance with legislation, households with disabilities receive greater priority need on the housing register.

We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost, improve standards, and limit the use of temporary accommodation outside city limits. Furthermore, we aspire to source more accessible accommodation through this procurement.”

The service will also continue to build on existing partnership working arrangements with the Children's Trust, Adult Social Care, Early Intervention and Prevention service, Public Health, and other relevant partners to mitigate impact. Our dedicated housing solution for young people 18-25 will continue as will our tailored domestic abuse offer.

Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help;

- a) reduce the number of households in B&B,
- b) reduce the time spent by households in B&B
- c) increase the quality of temporary accommodation.

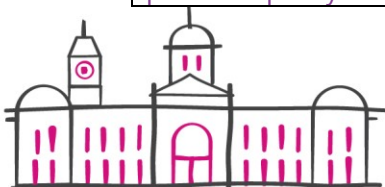
The service will also continue to reduce the use of B&B and improve standards through existing workstreams

The ongoing work of the Accommodation Finding Team will continue to provide households with access to accommodation via the private rented sector

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?

Yes



What sexes will be impacted
by this proposal?

["Male","Female","Non-binary"]



Please describe the impact to the sex characteristic

All citizens regardless can access the service and assistance will be given to all in accordance with legislative requirements. There is an impact on all genders, but national research tells that there is a greater impact on females who are adversely and disproportionately affected by homelessness in comparison to males.

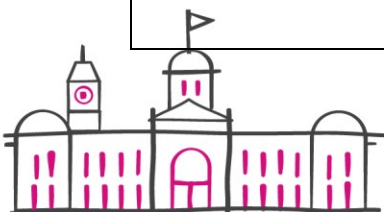
Shelter England's report (Dec 2021) shows that 60% of all homeless adults living in temporary accommodation (TA) in England are women, despite only making up 51% of the general population. In the past decade, the number of homeless women living in temporary accommodation has almost doubled from 40,030 in 2011 to 75,410 in 2021 – a rise of 88%

Service data shows that currently 52.05% of service users who present as homeless and complete a homeless assessment are from females compared to 47.57% are males. However, 68.05% of households in Temporary Accommodation are female compared to 31.95% male. We also know that females in our TA are likely to be single parents with children and that the one of the highest reasons for homeless is domestic abuse.

All sexes who approach us for advice and assistance on the day they become homeless may experience longer wait times before they are attended to. Similarly, those who have received advance notice of their impending homelessness, such as an eviction notice from their landlord, may also face extended wait times for pre-booked appointments. Consequently, this could limit the time our service has to prevent their homelessness.

Where place in temporary accommodation, all sexes may find themselves housed in unfamiliar parts of the city or outside the city limits however females may feel less safe in unfamiliar surroundings especially after dark (ONS research on perceptions of safety). This displacement could have a positive impact for those fleeing DV as it may distance them from the locality their abuser resides in however it will also distance them from their support networks, friends, and family at a time when support may be required.

All sexes may find that they have an extended commute to work and school and incur additional costs if they are reliant on public transport. However, single parents with



	<p>children may experience an additional pressure of managing the logistics of getting to work, school and childcare arrangements without additional support.</p> <p>These factors could potentially have a detrimental effect on their health and wellbeing.</p> <p>There is also a general impact that all characteristics will experience; in that it will take longer to resolve their homelessness.</p> <p>Households are generally placed in Bed & Breakfast (B&B) accommodation and then moved into more suitable TA. The transfer from B&B into more suitable TA will take longer</p> <p>The reduced capacity will make it challenging to maintain the current level of support and assistance to households. This includes helping them find and move into secure accommodation and ensuring they possess the necessary skills to sustain their tenancies and break the cycle of repeat homelessness. There's a risk that citizens may accrue arrears or debt due to the reduced capacity to address rent issues promptly.</p>
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How will you mitigate against any negative impact to the sex characteristic?

The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.

Where service users are placed in temporary accommodation the service will continue to deliver our statutory duty around suitability of temporary accommodation (TA) and support households with disabilities within TA. In accordance with legislation, households with disabilities receive greater priority need on the housing register.

We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost, improve standards, and limit the use of temporary accommodation outside city limits. Furthermore, we aspire to source more accessible accommodation through this procurement.”

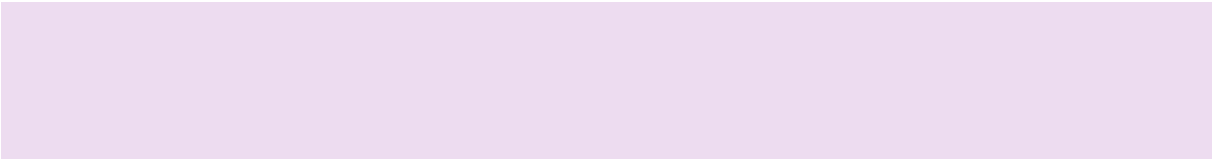
The service will also continue to build on existing partnership working arrangements with the Children's Trust, Adult Social Care, Early Intervention and Prevention service, Public Health, and other relevant partners to mitigate impact. Our dedicated housing solution for young people 18-25 will continue as will our tailored domestic abuse offer.

Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help;

- a) reduce the number of households in B&B,
- b) reduce the time spent by households in B&B
- c) increase the quality of temporary accommodation.

The service will also continue to reduce the use of B&B and improve standards through existing workstreams

The ongoing work of the Accommodation Finding Team will continue to provide households with access to accommodation via the private rented sector



Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?

Yes



Please describe the impact to the gender reassignment characteristic

All citizens regardless can access the service and assistance will be given to all in accordance with legislative requirements.

We do not currently collate any internal data on this characteristic, but the service will seek to improve data collection and review impact.

National research from Stonewall shows that almost one in five LGBTQA+ people have experienced homelessness at some point in their lives. Rates are even higher amongst trans people, with 25% having experienced homelessness at some point.

Service users that fall under this characteristic may face a higher likelihood of discrimination or harassment. This may lead to challenges when they are placed in temporary accommodation in an unfamiliar locality or outside of the city. They may be distanced from support networks or friends, further exacerbating their situation.

As with all the other characteristics they will find that when they approach us for advice and assistance on the day, they become homeless may experience longer wait times before they are attended to. Similarly, those who have received advance notice of their impending homelessness, such as an eviction notice from their landlord, may also face extended wait times for pre-booked appointments. Consequently, this could limit the time our service has to prevent their homelessness.

Households are generally placed in B&B accommodation and then moved into more suitable TA. The transfer from B&B into more suitable TA will take longer

The reduced capacity will make it challenging to maintain the current level of support and assistance to households. This includes helping them find and move into secure accommodation and ensuring they possess the necessary skills to sustain their tenancies and break the cycle of repeat homelessness. There's a risk that citizens may accrue arrears or debt due to the reduced capacity to address rent issues promptly.



How will you mitigate against any negative impact to the gender reassignment characteristic?

Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help.

- a) reduce the number of households in B&B,
- b) reduce the time spent by households in B&B
- c) increase the quality of temporary accommodation.

The service will also continue to reduce the use of B&B and improve standards through existing workstreams.

The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.

For service users that are placed in temporary accommodation the service will continue to consider any vulnerabilities or needs of service users when assigning them temporary accommodation. We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost and improve standards and limit the use of temporary accommodation outside city limits.

The service will also continue to build on existing partnership working arrangements with the Childrens Trust, Adult Social Care, Early Intervention and Prevention service, Public Health, and other relevant partners to mitigate impact. We will also continue ensure that any commissioning is inclusive and that our workforce continue to receive regular training around inclusivity and unconscious bias.

The service will also continue to reduce the use of B&B and improve standards through existing workstreams.

The ongoing work of the Accommodation Finding Team will continue to provide households with access to accommodation via the private rented sector.

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?

Yes



<p>What legal marital or registered civil partnership status will be impacted by this proposal?</p>	<p>["Single","Never married and never registered a civil partnership","Married: Same sex","Married: Opposite sex","In a registered civil partnership: Opposite sex","In a registered civil partnership: Same sex","Separated, but still married","Separated, but still in a registered civil partnership","Divorced","Formerly in a civil partnership now legally dissolved","Widowed","Surviving partner from civil partnership"]</p>
<p>Please describe the impact to the marriage and civil partnership characteristic</p>	<p>All citizens regardless can access the service and assistance will be given to all in accordance with legislative requirements.</p> <p>Whilst we do not gather data on this characteristic, service users accessing the service could fall under any of the legal marital or registered civil partnership statuses available for selection in the box above and therefore could be impacted.</p> <p>The service will continue to improve the way this data is collected and review its impact.</p> <p>As with all the other characteristics they will find that when they approach us for advice and assistance on the day, they become homeless may experience longer wait times before they are attended to. Similarly, those who have received advance notice of their impending homelessness, such as an eviction notice from their landlord, may also face extended wait times for pre-booked appointments. Consequently, this could limit the time our service has to prevent their homelessness.</p> <p>Households are generally placed in B&B accommodation and then moved into more suitable TA. The transfer from B&B into more suitable TA will take longer</p> <p>The reduced capacity will make it challenging to maintain the current level of support and assistance to households. This includes helping them find and move into secure accommodation and ensuring they possess the necessary skills to sustain their tenancies and break the cycle of repeat homelessness. There's a risk that citizens may accrue arrears or debt due to the reduced capacity to address rent issues promptly.</p>



<p>How will you mitigate against any negative impact to the marriage and civil partnership characteristic?</p>	<p>The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.</p> <p>For service users that are placed in temporary accommodation the service will continue to consider any vulnerabilities or needs of service users when assigning them temporary accommodation. We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost and improve standards and limit the use of temporary accommodation outside city limits.</p> <p>The service will also continue to build on existing partnership working arrangements with the Children's Trust, Adult Social Care, Early Intervention and Prevention service, Public Health, and other relevant partners to mitigate impact. Our dedicated housing solution for young people 18-25 will continue as will our tailored domestic abuse offer.</p> <p>Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help;</p> <ul style="list-style-type: none"> a) reduce the number of households in B&B, b) reduce the time spent by households in B&B c) increase the quality of temporary accommodation. <p>The service will also continue to reduce the use of B&B and improve standards through existing workstreams.</p> <p>The ongoing work of the Accommodation Finding Team will continue to provide households with access to accommodation via the private rented sector.</p>
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Protected Characteristic - Pregnancy and Maternity

<p>Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?</p>	<p>Yes</p>
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Please describe the impact to the pregnancy and maternity characteristic

All citizens regardless can access the service and assistance will be given to all in accordance with legislative requirements.

We don't currently hold any internal data on this characteristic. The service will continue to improve the way this data is collected and review its impact.

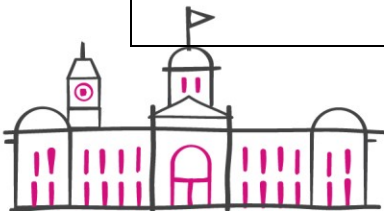
National research shows that pregnant women are adversely impacted by homelessness. Homelessness puts the health of pregnant mothers and their unborn babies at risk, as stress in pregnancy can adversely affect both the baby's growth and future development. Frequent moves and moves out of area can affect the degree to which families engage with maternity and health services, leading to broken relationships with professionals such as GPs and midwives.

Pregnant women who approach us for advice and assistance on the day they become homeless may experience longer wait times before they are attended to. Similarly, those who have received advance notice of their impending homelessness, such as an eviction notice from their landlord, may also face extended wait times for pre-booked appointments. Consequently, this could limit the time our service has to prevent their homelessness.

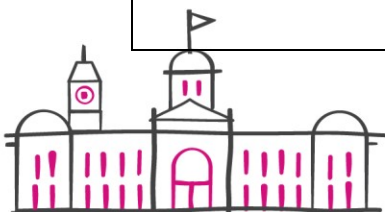
Pregnant women may find themselves housed in unfamiliar parts of the city or even outside the city limits. This displacement could distance them from their support networks, friends, and family and disrupt the continuity of maternity care provided the NHS. They may have to travel further for antenatal appointments, or transfer care to another NHS provider if placed in TA outside of the city. If they are reliant on public transport, they could incur additional costs. These factors could potentially have a detrimental effect on their health and wellbeing of the pregnant mother and unborn child.

There is also a general impact that all characteristics will experience; in that it will take longer to resolve their homelessness.

Households are generally placed in B&B accommodation and then moved into more suitable TA. The transfer from B&B into more suitable TA will take longer



	<p>The reduced capacity will make it challenging to maintain the current level of support and assistance to households. This includes helping them find and move into secure accommodation and ensuring they possess the necessary skills to sustain their tenancies and break the cycle of repeat homelessness. There's a risk that citizens may accrue arrears or debt due to the reduced capacity to address rent issues promptly.</p>
<p>How will you mitigate against any negative impact to the pregnancy and maternity characteristic?</p>	<p>The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.</p> <p>For service users that are placed in temporary accommodation the service will continue to consider any vulnerabilities or needs of service users when assigning them temporary accommodation. We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost and improve standards and limit the use of temporary accommodation outside city limits.</p> <p>The service will continue its partnership working with the NHS midwifery team in supporting pregnant women that are placed in TA to ensure they continue to receive their antenatal care.</p> <p>The service will also continue to build on existing partnership working arrangements with the Children's Trust, Adult Social Care, Early Intervention and Prevention service, Public Health, and other relevant partners to mitigate impact.</p> <p>Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help;</p> <ul style="list-style-type: none"> a) reduce the number of households in B&B, b) reduce the time spent by households in B&B c) increase the quality of temporary accommodation. <p>The service will also continue to reduce the use of B&B and improve standards through existing workstreams</p> <p>The ongoing work of the Accommodation Finding Team will continue to provide households with access to accommodation via the private rented sector.</p>



Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe", "Black African"]



Please describe the impact to the ethnicity and race characteristic

All citizens regardless of ethnicity and race can access the service and assistance will be given to all in accordance with legislative requirements.

Our data tells us that the majority of service users that present and homeless and complete a homeless assessment are White British 23.13%, Black African 11.24%, Asian Or Asian British Pakistani 10.71%, and for households residing in temporary accommodation, Black African 21%, Asian or Asian British Pakistani 15%, White British 13%

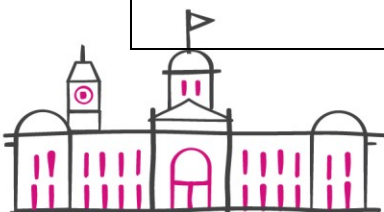
The difference in the ranking of ethnicity and race across the two sets of data can be contributed to a higher proportionate of White British applicants being single people who would be supported to find alternative accommodation via other routes rather than being placed in temporary accommodation (TA).

National research by Herriot Watt identified that minority groups and more significantly Black people are more likely to experience homelessness compared to White British people. They are also more likely to experience discrimination, harassment, or abuse on the grounds of race and ethnicity in housing. These groups may find that they are placed in TA in unfamiliar areas or outside of the city in localities where they are underrepresented and distanced from any community support networks, family, or friends.

Refugees, migrants, and individuals where English is a second language may experience difficulties in accessing services and understanding process due to language barriers. Data for 2022-23 showed 48% of those in TA had come through a migration route into the UK.

Service users of any ethnicity and race who approach us for advice and assistance on the day they become homeless may experience longer wait times before they are attended to. Similarly, those who have received advance notice of their impending homelessness, such as an eviction notice from their landlord, may also face extended wait times for pre-booked appointments. Consequently, this could limit the time our service has to prevent their homelessness.

Where placed in temporary accommodation, employed individuals might face extended commutes to their



	<p>workplaces. Similarly, households with children may have to travel further to reach schools and children’s education could be impacted. If these households rely on public transport, they could incur additional costs.</p> <p>These factors could potentially have a detrimental effect on their health and wellbeing.</p> <p>There is also a general impact that all characteristics will experience; in that it will take longer to resolve their homelessness.</p> <p>Households are generally placed in B&B accommodation and then moved into more suitable TA. The transfer from B&B into more suitable TA will take longer</p> <p>The reduced capacity will make it challenging to maintain the current level of support and assistance to households. This includes helping them find and move into secure accommodation and ensuring they possess the necessary skills to sustain their tenancies and break the cycle of repeat homelessness. There’s a risk that citizens may accrue arrears or debt due to the reduced capacity to address rent issues promptly.</p>
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How will you mitigate against any negative impact to the ethnicity and race characteristic?

The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.

For service users that are placed in temporary accommodation the service will continue to consider any vulnerabilities or needs of service users when assigning them temporary accommodation. We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost and improve standards and limit the use of temporary accommodation outside city limits.

The service will continue its partnership working with the NHS midwifery team in supporting pregnant women that are placed in TA to ensure they continue to receive their antenatal care.

The service will also continue to build on existing partnership working arrangements with the Children's Trust, Adult Social Care, Early Intervention and Prevention service, Public Health, and other relevant partners to mitigate impact.

Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help;

- a) reduce the number of households in B&B,
- b) reduce the time spent by households in B&B
- c) increase the quality of temporary accommodation.

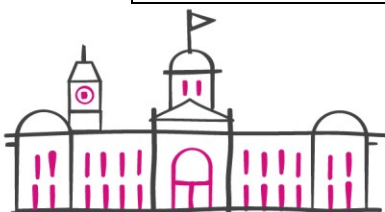
The service will also continue to reduce the use of B&B and improve standards through existing workstreams

The ongoing work of the Accommodation Finding Team will continue to provide households with access to accommodation via the private rented sector.

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?

Yes



<p>What religions could be impacted by this proposal?</p>	<p>["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]</p>
<p>Please describe the impact to the religion or beliefs characteristic</p>	<p>All citizens regardless can access the service and assistance will be given to all in accordance with legislative requirements.</p> <p>While we do not collect data on this characteristic, service users of various religions or beliefs may access our service and could potentially be impacted</p> <p>The service will continue to improve the way this data is collected and review its impact.</p> <p>As with all the other characteristics they will find that when they approach us for advice and assistance on the day, they become homeless may experience longer wait times before they are attended to. Similarly, those who have received advance notice of their impending homelessness, such as an eviction notice from their landlord, may also face extended wait times for pre-booked appointments. Consequently, this could limit the time our service has to prevent their homelessness.</p> <p>Households are generally placed in B&B accommodation and then moved into more suitable TA. The transfer from B&B into more suitable TA will take longer</p> <p>The reduced capacity will make it challenging to maintain the current level of support and assistance to households. This includes helping them find and move into secure accommodation and ensuring they possess the necessary skills to sustain their tenancies and break the cycle of repeat homelessness. There's a risk that citizens may accrue arrears or debt due to the reduced capacity to address rent issues promptly.</p>



<p>How will you mitigate against any negative impact to the religion or beliefs characteristic?</p>	<p>Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help;</p> <ul style="list-style-type: none"> a) reduce the number of households in B&B, b) reduce the time spent by households in B&B c) increase the quality of temporary accommodation. <p>The service will also continue to reduce the use of B&B and improve standards through existing workstreams.</p> <p>The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.</p> <p>For service users that are placed in temporary accommodation the service will continue to consider any vulnerabilities or needs of service users when assigning them temporary accommodation. We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost and improve standards and limit the use of temporary accommodation outside city limits.</p> <p>The service will also continue to build on existing partnership working arrangements with the Childrens Trust, Adult Social Care, Early Intervention and Prevention service, Public Health, and other relevant partners to mitigate impact. We will also continue ensure that any commissioning is inclusive and that our workforce continue to receive regular training around inclusivity and unconscious bias.</p> <p>The service will also continue to reduce the use of B&B and improve standards through existing workstreams.</p>
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Protected Characteristic - Sexual Orientation

<p>Does this proposal impact people's sexual orientation as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What sexual orientations may be impacted by this proposal?</p>	<p>["All other sexual orientations", "Queer", "Asexual", "Pansexual", "Bisexual", "Gay or lesbian", "Straight or heterosexual"]</p>



Please describe the impact to the sexual orientation characteristic

Whilst our internal data around this characteristic is insufficient, we know that national research has found clear evidence that LGBTQA+ are overrepresented among homeless populations.

The reasons why LGBTQA identity increases a person's chance of becoming homeless are not as well documented.

Research from Stonewall shows that almost one in five LGBT people have experienced homelessness at some point in their lives. Rates are even higher amongst trans people, with 25% having experienced homelessness at some point.

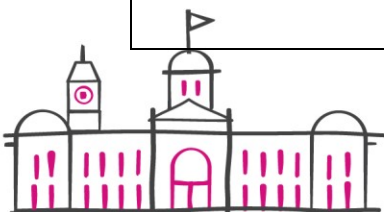
Individuals that fall under this characteristic may face a higher likelihood of discrimination or harassment. This may lead to challenges when they are placed in TA in an unfamiliar locality or outside of the city. They may be distanced from support networks or friends, further exacerbating their situation.

The general impact that all characteristics will experience will however still apply; in that it will take longer to resolve their homelessness.

Service users who approach us for advice and assistance on the day they become homeless may experience longer wait times before they are attended to. Similarly, those who have received advance notice of their impending homelessness, such as an eviction notice from their landlord, may also face extended wait times for pre-booked appointments. Consequently, this could limit the time our service has to prevent their homelessness.

Households are generally placed in B&B accommodation and then moved into more suitable TA. The transfer from B&B into more suitable TA will take longer

The reduced capacity will make it challenging to maintain the current level of support and assistance to households. This includes helping them find and move into secure accommodation and ensuring they possess the necessary skills to sustain their tenancies and break the cycle of repeat homelessness. There's a risk that citizens may accrue arrears or debt due to the reduced capacity to address rent issues promptly.



<p>How will you mitigate against any negative impact to the sexual orientation characteristic?</p>	<p>Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help;</p> <ul style="list-style-type: none"> a) reduce the number of households in B&B, b) reduce the time spent by households in B&B c) increase the quality of temporary accommodation. <p>The service will also continue to reduce the use of B&B and improve standards through existing workstreams.</p> <p>The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.</p> <p>For service users that are placed in temporary accommodation the service will continue to consider any vulnerabilities or needs of service users when assigning them temporary accommodation. We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost and improve standards and limit the use of temporary accommodation outside city limits.</p> <p>The service will also continue to build on existing partnership working arrangements with the Childrens Trust, Adult Social Care, Early Intervention and Prevention service, Public Health, and other relevant partners to mitigate impact. We will also continue ensure that any commissioning is inclusive and that our workforce continue to receive regular training around inclusivity and unconscious bias.</p> <p>The service will also continue to reduce the use of B&B and improve standards through existing workstreams.</p>
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Monitoring

<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>Periodic review of service data</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>Stephen Philpott</p>

