

Equality Impact Assessment for the Homeless Strategy

Name of strategy, policy, plan or needs assessment framework
Homelessness Strategy

Lead officer and Contact details	Helen McGarry – Service Improvement Manager E mail: Helen.mcgarry@leicester.gov.uk
List of other(s) involved	Gurjit Minhas

Step 1 Strategy/policy/plan/needs assessment framework context

Question: 1

1a. What does the strategy/policy/plan/needs assessment framework cover? What are its aims and objectives?
<p>It is a statutory duty for each local authority to have a Homelessness Strategy and for this to be reviewed at least every 5 years. A review of homelessness services in Leicester took place between March and July 2012. This has resulted in the production of Leicester's draft 2013 – 2018 Homelessness Strategy.</p> <p>The Council has a statutory duty to give housing advice to all citizens of Leicester and duties to provide temporary accommodation as required to homeless families, pregnant women, certain young people and vulnerable single people. We also have a statutory duty to co-operate with probation, police and prisons to help house high risk offenders and duties relating to the prevention of crime and disorder.</p> <p>The aim of the Homelessness Strategy is to ensure that individuals, childless households and families affected by homelessness will have simple and effective access to a range of housing services and other opportunities. This will enable them to re-build their lives and make a success of their futures. The strategy sets out the key challenges and priorities relating to homelessness that need to be addressed in Leicester. The priorities identified are our statutory duty, which includes families, some young people, pregnant women and some vulnerable single people with drug and alcohol issues and ex-offenders.</p> <p>The six strategic principles of the strategy are:</p> <ul style="list-style-type: none">• Anyone at risk of homelessness is given advice and support to prevent this, whenever possible• When someone is homeless today, we aspire to assist them into appropriate accommodation, with support, and we will ensure that services are tailored to address their individual needs• We will implement 'No Second Night Out' to ensure that new rough sleepers will not sleep out for more than one night• Anyone who is homeless will be able to 'move-on' into appropriate accommodation

- Anyone who is homeless will be able to access appropriate care services to meet their health and well-being needs
- There are opportunities to access training, education, employment and enterprise initiatives

Alongside the Homelessness Strategy are the future Delivery Proposals, which outlines the services we propose to commission, taking into account the new financial envelope. A separate Equality Impact Assessment has been produced on these Delivery Proposals.

1b. Who does the strategy/policy/plan/needs assessment framework affect? How?

Anyone that is currently experiencing or facing homelessness, also people who may become homeless in the future. Staff employed by existing providers will be affected if the Council changes providers, reduces or de-commissions services as a result of the Strategy implementation. Internal staff working in homelessness services may be affected.

Services will continue to be provided for statutory homeless households, but services may no longer be available for some people whom we owe no statutory duty, in particular this could affect single people.

We know the demographics of people currently on the Housing Register. These are shown below.

Demographic break down of the Housing Register (October 2012)

Age

Age of applicant	Number of applicants	% of applicants
Under 18	6	0.1%
19 to 24	1 516	15.7%
25 to 44	5 036	52.0%
45 to 54	1 475	15.2%
55 to 74	1 353	14.0%
75+	295	3.0%

Ethnic Origin

Ethnicity	Number of applicants	% of applicants
White	3 062	31.6%
Black	1 000	10.3%
Asian	2 375	24.5%
Other Ethnic origin	136	1.4%
Ethnic origin not given	2 928	30.3%
Chinese	13	0.1%
Mixed/duel heritage	163	1.7%

Disability

Disability	Number of applicants	% of applicants
Yes	482	4.9%
No	3 771	38.6%
Unknown	5 504	56.4%

Sexuality

Sexuality	Number of applicants	% of applicants
Bisexual	114	1.2%
Gay (female / lesbian)	27	0.3%
Gale (Male)	28	0.3%
Heterosexual / straight	3 435	35.2%
Other	118	1.2%
Prefer not to say	472	4.8%
Unknown	5 563	57.0%

Religion

Religion	Number of applicants	% of applicants
Atheist	146	1.5%
Bahai	0	0.0%
Buddhist	9	0.1%
Christian	1 219	12.5%
Hindu	339	3.5%
Jain	7	0.1%
Jewish	0	0.0%
Muslim	1 040	10.7%
No religion	1 010	10.4%
Other	164	1.7%
Prefer not to say	260	2.7%
Sikh	71	0.7%
Unknown	5 492	56.3%

We also have some demographic information about people who were homeless between the 1st April 2009 and 31st March 2011. This is shown below.

Demographic profile of homeless people**Homeless declarations – Ethnic Origin 1st April 2011 – 31st March 2012**

Ethnicity	Number of people	% of people
White	602	55.2%
Black	132	12.1%
Asian	118	10.8%
Other ethnic origin	25	2.3%
Chinese	0	0.0%
Mixed/duel heritage	0	0.0%
Not known	214	19.6%

Homeless declarations – Disability 1st April 2011 – 31st March 2012

Disability	Number of people	% of people
Yes	66	6.0%
No	410	37.6%
Unknown	615	56.4%

Homeless declarations – Religion 1st April 2011 – 31st March 2012

Religion	Number of people	% of people
Atheist	20	1.8%
Buddhist	2	0.0%
Christian	116	10.6%
Do not wish to disclose	48	4.4%
Hindu	15	1.4%
Jewish	0	0%
Muslim	71	6.5%
None	158	14.5%
Not known	620	56.8%
Sikh	10	0.9%
Any other Religion	31	56.8%

Homeless declarations – Age 1st April 2011 – 31st March 2012

Age of applicant	Number of applicants	% of applicants
Under 18	15	1.4%
19 – 24	325	29.8%
25 – 44	576	52.8%
45 - 54	137	12.6%
55 - 74	32	2.9%
75+	6	0.5%

Homeless declarations – Gender 1st April 2011 – 31st March 2012

Gender	Number of people	% of people
Female	449	41.2%
Male	642	58.8%

Homeless declarations – Sexual orientation 1st April 2011 – 31st March 2012

Sexual orientation	Number of people	% of people
Bisexual	10	0.9%
Gay (Female / Lesbian)	6	0.5%
Gay (Male)	1	0.1%
Heterosexual / Straight	397	36.4%
Prefer not to say	43	3.9%
Other	16	1.5%
Unknown	618	56.6%

Hostel admissions - Ethnic Origin 1st April 2009 – 31st March 2011

Ethnicity	Number of people	% of people
White	2525	68.9%
Black	152	4.1%
Asian	351	9.6%
Other ethnic origin	1	0.03%
Chinese	41	1.11%
Mixed/dual heritage	222	6.06%
Not known	372	10.2%

Hostel admissions – Disability 1st April 2009 – 31st March 2011

Disability	Number of people	% of people
Yes	689	19%
No	2941	80%
Unknown	34	1%

Hostel admissions – Religion 1st April 2009 – 31st March 2011

Religion	Number of people	% of people
Buddhist	9	0.25%
Christian	747	20.39%
Do not wish to disclose	226	6.17%
Hindu	55	1.50%
Jewish	1	0.03%
Muslim	297	8.11%
None	1780	48.58%
Not known	466	12.72%
Sikh	35	0.96%
Any other Religion	48	1.31%

Floating support clients – Ethnic Origin 1st April 2009 – 31st March 2011

Ethnicity	Number of people	% of people
White	1383	59%
Black	383	16%
Asian	377	16%
Other ethnic origin	44	2%
Chinese	43	2%
Mixed/dual heritage	85	4%
Not known	23	1%

Floating support clients – Disability 1st April 2009 – 31st March 2011

Disability	Number of people	% of people
Yes	610	26%
No	1657	71%
Not known	71	3%

Floating support clients – Gender 1st April 2009 – 31st March 2011

Gender	Number of people	% of people
Female	1448	62%
Male	890	38%

Floating support clients – Religion 1st April 2009 – 31st March 2011

Religion	Number of people	% of people
Buddhist	0	0%
Christian	573	24%
Do not wish to disclose	178	8%
Hindu	99	4%
Jewish	4	0%
Muslim	311	13%
None	648	28%
Not known	458	20%
Sikh	39	2%
Any other Religion	28	1%

1c. How well does the strategy/policy/plan/needs assessment framework take into account the changing demographic profile of the city and the needs of new/emerging communities?

The review of Homelessness Services identifies Leicester has a total population of 329 900 people (2011 Census) which represents a 16.6% increase on the 2001 Census.

Leicester has a relatively young population and a high percentage of black and minority ethnic residents, currently estimated at 40% (Diversity of Leicester: A Demographic Profile 2008). The population also includes migrants for the European Union, asylum seekers and refugees.

Leicester has a reputation of being a culturally diverse and safe city.

The review of Homelessness Services in Leicester identifies that family and single homelessness is rising. The Strategy predicts that homelessness will continue to rise due to the financial climate and Welfare Reforms.

The number of EEA workers has increased in the city and we have seen an increase in rough sleepers from Eastern Europe.

Black people are over-represented in statutory homeless services, when compared to people from White, and Asian backgrounds. It is thought the rise in the number of black people being accepted as statutory homeless is linked to migration and asylum in Leicester.

The loss of NASS accommodation, affecting refugees remains the main reason for loss of last settled accommodation. However, this is now on a downward trend.

1d. What equality issues does the strategy/policy/plan/needs assessment framework need to address based on existing research or other service information available for the intended target audience? Outline the issues to consider for each of the protected characteristics below (where relevant for the target audience).

Age	Young people becoming homeless will need to access housing advice, assistance, temporary accommodation and tenancy support, in particular, young people leaving care or teenage parents. There are a high number of children in our family hostels. The majority of people receiving a positive homeless decision were aged 29 to 49 years old.
Disability	Disabled people may need to access services as a result of harassment or leaving care. People with mental health issues may have specific needs that need to be addressed by services.
Gender reassignment	People going through gender re-assignment may need to access services as a result of harassment or discrimination
Pregnancy and maternity	Women may need to access accommodation as a result of becoming pregnant
Race	People facing harassment or discrimination may need to access services. We are aware that people from the Asian community are underrepresented in our service user profile and people from Black communities are overrepresented. Any future changes to services could have a disproportionate impact on people from Black communities. We

	need to ensure our services are culturally sensitive to the needs of people from different backgrounds. Some people struggle to understand procedures when accessing homelessness services, particularly where their first language is not English.
Religion or belief	People facing harassment or discrimination may need to access services. We are aware that some hostels do not cater for the religious needs of some groups and are not culturally sensitive, however some BME providers do address these needs. Some people prefer women only services.
Sex (gender)	<p>People may need to access services as a result of domestic violence.</p> <p>More women than men work within homelessness services and therefore maybe disproportionally affected by any changes resulting from the new strategy.</p> <p>There is some evidence to suggest sex workers have difficulty accessing services due to opening hours and access arrangements.</p>
Sexual orientation	People facing harassment or discrimination may need to access services. We are aware some individuals find hostel environments to be unsafe.

Date completed 31st October 2012

Step 2 Consultation

Question: 2

<p>2a. What consultation has taken place on the proposed strategy/policy/plan/needs assessment framework? When, where and who with?</p> <p>Consultation took place when undertaking the review of homelessness services between March and July 2012. This included a workshop with service providers in March and a Homelessness Summit in June 2012. A Homelessness Strategy Reference Group was formed, made up of volunteers from Council services, the Voluntary, Community and Faith sector, and a representative from Homeless Link. This Group met numerous times during the review process and gave their views on the issues effecting homeless people in Leicester and the services currently provided to support them. Council officers undertook 64 interviews with current service providers, which amounted to over 140 hours of consultation. Surveys were carried out with front line staff and we talked to clients during our visits to services. Initial responses from this consultation, relating to equality issues are listed below. We intend to consult further on the possible impact of the draft Strategy on people with protected characteristics during the statutory consultation period. This will include service users and support groups. After the consultation this Equality Impact Assessment will be updated and completed.</p>

2b. What potential impacts did consultation stakeholders identify?
<ul style="list-style-type: none"> • Welfare Reforms will mean that more people will be threatened with homelessness. • Possible reductions in funding will have the biggest impact on single homeless people. • There will be an increase in the number of people with complex issues to address.
2c. What positive impacts were identified? For people with which protected characteristics?
<ul style="list-style-type: none"> • Specialist support will help to address the specific needs of homeless people • Supporting health and well-being services will help to address the health needs of homeless people • Introducing “No Second Night out” will help to address rough sleeping in the city, particularly to address the needs of people with no recourse to public funding. • Floating support and prevention work is seen as positive and helps people from becoming homeless. • The Council will meet its statutory duties • The Strategy recognises the importance of education and training in helping people out of homelessness. • Mediation is seen as an important part of prevention. • On-going staff training is important to help officers assess the needs of individuals and complete assessments accurately.
2d. What negative impacts were identified? For people with which protected characteristics?
Any reductions will have negative impacts on all people with protected characteristics unless impacts can be mitigated.
2e. Did stakeholders indicate how positive impacts could be further promoted? How?
2f. Did stakeholders indicate how negative impacts could be reduced or removed? How?
<ul style="list-style-type: none"> • Need for a EU speaking worker in the Outreach Team • More research needs to be carried out to understand the needs of homeless people from a BME background or who are lesbian, gay, bisexual or transgender. • Improved equality data collection and analysis needs to take place across all providers.
2g. Did potential service users identify any equality outcomes arising from the proposed strategy/policy/plan/needs assessment framework? If yes, what are they?

Date completed

Step 3 Proposed strategy/policy/plan/needs assessment framework

Question 3

How will the proposed strategy/policy/plan/needs assessment framework impact on people affected because of their protected characteristics? Tick the potential impact of those likely to be affected by their protected characteristic.				
	No impact ¹	Positive impact ²	Negative impact ³	Impact not known ⁴
Age				
Disability				
Gender reassignment				
Pregnancy and maternity				
Race				
Religion or belief				
Sex (gender)				
Sexual orientation				

Question 4

For those likely to receive a positive impact, describe the likely positive impact for each group sharing a protected characteristic. How many people are likely to be affected?

Question 5

6a. For those likely to receive a negative impact, describe the likely negative impact for each group sharing a protected characteristic. How many people are likely to be affected?
6b. How can these negative impacts be reduced or removed?

Question 6

What data/information/analysis have you used to inform your equality impact findings?

Question 7

7a. Does the proposed strategy/policy/plan/needs assessment framework include any equality outcomes? If yes, what are they?

¹ The proposal has no impact (positive or negative) on the group sharing a protected characteristic.

² The proposal addresses an existing inequality experienced by the group sharing a protected characteristic (related to employment, provision of services or facilities).

³ The proposal disadvantages one or more of the group sharing a protected characteristic.

⁴ There is insufficient information available to identify if the group sharing a protected characteristic will be affected by the proposal.

7b. What indicators will you use to measure the successful delivery/achievement of these equality outcomes?

Date completed

This EIA has been completed by:

Lead officer (signature)	Helen McGarry
Date	31.10.2012

The EIA has been signed off by the Equality Officer:

Equality officer (signature)	Gurjit Minhas
Date	31.10.2012

This EIA has been signed off by the Division Director:

Divisional Director (signature)	Ann Branson
Date	31.10.2012

EIA Action Plan

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment. These should be included in the relevant service plan for performance management purposes.

Equality Objective	Action required	Target	Officer responsible	By when?
Example: To know equality profile of all service users.	Example: collect monitoring data on disabled users (currently not being provided)	Example: To have data for first performance review	Example: Joe Smith	Example: Start collection of data in June 12

What to do next?

If this EIA has identified any issues that need to be addressed (such as plugging a data gap, or carrying out a specific action that reduces or removes any negative impacts identified), complete the attached EIA Action Plan to set out what action is required, who will carry it out, and when it will be carried out/completed.

Once your EIA has been completed, (signed by the equalities officer **and countersigned by your Director**) the equality officer will work with you to monitor this action plan.

Officers to contact:

- Corporate overview: Irene Kszyk 296303
- Adult Social Care: Gurjit Minhas 298706
- Children's: Sonya King 297738
- City Development & Neighbourhoods: Daxa Patel 296674

