

South Cambridgeshire District Council Equality Impact Assessment (EqIA)

Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
 - Eliminate unlawful discrimination, harassment, and victimisation
 - Advance equality of opportunity between those who share a protected characteristic and those who do not
 - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to equality.schemes@scambs.gov.uk. Further support and guidance available on Insite or contact the Policy and Performance Team.

Equality Impact Assessment Complete Form

Section 1: Identifying Details

- 1.1 Officer completing EqIA:
Sue Carter
- 1.2 Team and Service:
Housing Advice and Options
- 1.3 Title of proposal:
Homeless Strategy 2023-2028
- 1.4 EqIA start date:
14/08/2023
- 1.5 Proposal implementation date:
2023
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):
Mainly Housing Advice and Options Team

Section 2: Proposal to be Assessed

- 2.1 Type of proposal:
Strategy
If other, please specify
[Click or tap here to enter text.](#)
- 2.2 Is the proposal:
Change to an established
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):
[Click or tap to enter a date.](#)

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)

To tackle and prevent homelessness:

Homeless prevention, early intervention and support

Housing options

2.5 Which of the Council's equality objectives (as detailed in the Council's Equality Scheme) does this proposal link to or help to achieve?

Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community

SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.

Protected characteristic groups have a voice and are represented in forming the future shape of the district.

None.

2.6 Which groups or individuals will the proposal affect:

Service Users

Councillors

External Stakeholders

Other

Employees

If other, please specify [Click or tap here to enter text.](#)

2.7 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

The Homeless Strategy identifies our priorities and actions to prevent and assist with homelessness or the risk of homelessness. This can affect anyone in the district or connected to the district.



- 2.8 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards?
(Max 250 words)

Joint working with partner agencies, such as Social Care, the Criminal Justice System and other district Councils, is a key part of many of the actions identified, which are largely agreed through partnership arrangements and protocols and pathways. Regular liaison takes places regarding such services.

Section 3: Evidence and Data

- 3.1 Describe any work you have done (this could include consultation) to understand any effects on groups of people, including those within [9 protected characteristic groups?](#) Please list any key sources (e.g. web-search, previous versions of document, customer feedback etc) that you used to reach your conclusions.

(Max 250 words)

The homeless strategy is preceded by a review of homelessness in the district, which includes analysis of applicants by age, household type and nationality etc. This highlighted that the largest household type approaching us when they were already homeless was single males, showing a continuing need to focus on single homeless prevention. Domestic abuse is one of our top three causes of homelessness with single female parents also the highest household type to contact us for homeless prevention. We will therefore be focusing on building on the work already started through the Domestic Abuse Housing Alliance accreditation. Sexual orientation figures were largely in line with the Census data, although with a higher number of applicants indicating they would prefer not to say – we will therefore ensure that we provide an inclusive service with information and signposting to support for specific groups. We have also carried out a 12-week consultation period between October and December.

3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.

(Max 250)

[Click or tap here to enter text.](#)

Section 4: Impact of proposal on those with protected characteristics

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)

All - general to all protected Characteristics.

Details: [Click or tap here to enter text.](#)

Age

Details: Housing advice and homeless prevention is available to all, however, certain age groups such as 16/17-year-olds and the elderly are likely to have priority need if homeless. A protocol between Housing and Children's Services aims to ensure vulnerable 16 / 17-year-olds receive the help and support they need to either resolve the issues at home that have led to the threat of homelessness or those who are living away from their families for the first time, whilst still legally being a minor. We also have a Visiting Support service specifically for the elderly to help support them in their homes. Positive medium impact.

Disability



Details: Housing advice and homeless prevention is available to all regardless of disability. Homeless applicants with a disability are more likely to have priority need. Joint work across the County with District Councils, the County Council and Health services produced a toolkit for professional covering Mental Health, Substance Misuse and Housing. Hospital discharge protocols are also in place across the County. Joint working with health services will continue to improve early intervention for those with mental and physical health needs Positive medium impact.

Gender reassignment

Details: [Click or tap here to enter text.](#)

Marriage and Civil Partnership

Details: [Click or tap here to enter text.](#)

Pregnancy and maternity

Details: Housing advice and homeless prevention available to all however, households with a pregnant woman will be priority need. Positive medium impact.

Race

Details: [Click or tap here to enter text.](#)

Religion and belief

Details: [Click or tap here to enter text.](#)

Sex

Details: [Click or tap here to enter text.](#)

Sexual orientation

Details: [Click or tap here to enter text.](#)

Other (socio economic, rural isolation, covid)

Details Affordability is an issue within the district and is often the cause of homelessness or housing need. Actions are taken to assist applicants with this. A Money Advice and Income Maximisation service was recently set up within the Housing Advice Team to help with budgeting, signposting to more specialist advice and preparation for tenancy responsibilities. Positive medium impact.

None of the above

4.2 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts. Please include the timescale for completing the action.

Action and timescale	Officer
Early and targeted money advice for those on a low income, including those in employment, to help with affordability. On going, with specific money advice roles in place for fixed term.	Sue Tuffnell and money advice team
Ongoing support and assistance for tenants and landlords in the private rented sector	Susan Hinawski and team
Ensuring we provide an inclusive service, taking account of all protected characteristics, particularly due to the increase in domestic abuse and high levels of homeless applications from those with mental and physical health needs.	Sue Carter/ Heather Wood
Joint working with health services to improve early intervention for those with mental and physical health needs	Sue Carter/ Heather Wood

4.3 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

An action plan will accompany the strategy covering the actions identified above.

This will be monitored annually and updated to reflect progress, emerging challenges and achievements.

Section 5: Summary

5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to

proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)

The impacts identified relating to protected characteristics are positive impacts brought about by either the legislation on homelessness or the actions identified within the homeless strategy to prevent and tackle homelessness.

5.2 Confirm the recommendation of the officer completing the EqIA:

Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we have taken all appropriate opportunities to advance equality and foster good relations between groups.

Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

Section 6: Sign Off

6.1 Signature of individual completing EqIA:

Sue Carter

6.2 Date of completion:

14/08/2023

6.3 When will this proposal next be reviewed and who will this be? (when in doubt 3 years minimum)

This homeless strategy will be reviewed annually, with a full review in 5 years time.

6.4 Approving officer signature *, this should be your Head of Service, Service Area Manager, or Project Sponsor:

Peter Campbell

6.5 Date of approval:

05/03/2024



Please send the completed document to Equality.Schemes@scambs.gov.uk for publishing on the website.

**in the event that this EqIA is completed by Head of Service, then no additional approving signature is required.*