Equality Impact Assessment (EIA) Tool Please ensure you have read the <u>guidance pages</u> prior to completing this tool **Document Control**

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Department:	Growth and City Development
Director:	Kevin Lowry, Director of Housing
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Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
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Glossary of Terms

Term	Description
YPO	Yorkshire Purchasing Organisation
SMD	Severe and Multiple Disadvantage (relating to individuals with 2 or more defined severe disadvantages)
HCLIC	Homelessness Case Level Information Collection (statutory data collected from local authorities by government Department for Levelling Up, Housing & Communities
SOT	Street Outreach Team (service commissioned by the council to assist people reported as or found rough sleeping in Nottingham)
NHS	National Health Service
SIG	Strategic Implantation Group

Section 1 - Equality Impact

(NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

Contract award to Click Travel via the direct call off from the YPO Travel Management Solutions 2, Lot 1 framework. Click Travel will deliver the online booking system for all corporate, employee travel and accommodation, including the use of the booking system for citizen travel and emergency, nightly paid accommodation.

The system enables the Council to meet and deliver on:

- Employee welfare and contractual obligations for travelling and accommodation whilst
 Nottingham City Council employees complete essential tasks detailed within job descriptions
- Satisfying all statutory duties placed upon the Council to provide emergency accommodation to support and safeguard vulnerable households with protected characteristics and defined within legal regulations,
 - Appendix 1a Homelessness Prevention Strategy 2019 to 2024 Full version.pdf (nottinghamcity.gov.uk) Under the nation legislation, Housing Act 2002, Section 1, Duty of local authority, in England, to formulate a homelessness strategy and the Homelessness code of guidance, Section 2, Homelessness strategies and reviews, give clear instruction and guidance to all local authorities, that they must have formulate and publish a homelessness strategy based on the review and results of their district needs.
 - Housing Act 1996, Homelessness Act 2002, as Amended by the Homelessness Reduction Act 2017 & Homelessness Code of Guidance for Local Authorities Housing Act 1996 (legislation.gov.uk)

Homelessness Act 2002 (legislation.gov.uk)

Homelessness Reduction Act 2017 (legislation.gov.uk)

Homelessness code of guidance for local authorities - Guidance - GOV.UK (www.gov.uk)

Rough Sleeping Strategy August 2018 (publishing.service.gov.uk)

The rough sleeping strategy outlines the commitment to end rough sleeping by following the principles of prevention, intervention, and recovery.

1. b. Information used to analyse the equalities implications

The Council uses an online booking system Click Travel to book over 90% of its requirements for corporate travel and accommodation and emergency accommodation for citizens. Reports on the ongoing usage over the last 4 years for both employee and citizen, inclusive of service areas, shows the homelessness service is the highest user of the system with an increase over the last 2 years in the amount of emergency and hotel accommodation being secured.

Homelessness statistics on household demographics shows homeless people accessing and in need of emergency and nightly paid accommodation, include (but not limited to):

• Single people aged 16+

- Families
- People with protected characteristics
- Rough Sleepers
- People from abroad
- People discharged from hospital
- People leaving prison
- Care leavers
- Survivors of domestic abuse
- Individuals with specialist needs
- Individuals who have/are experiencing Severe and Multiple Disadvantage (SMD)

A review of the use and accessibility of the Click Travel booking system was undertaken with key service areas within Nottingham City Council (including Homelessness, Children Integrated Services, and Human Resources) and the feedback established that the current online based system is generally effective and accessible, easy to use, enabled assessment of value for money and safeguards the council when booking travel, including by being able to reclaim costs thus minimising a waste of resources.

The booking system will also link directly into the Council ability to manage and deal with emergency situations where citizens are evacuated or displaced from their homes due to an emergency event. The system supports the Emergency Planning Team in sourcing accommodation until households can find alternative accommodation or return to their properties.

However, the review also highlighted some issues experienced when the Council is seeking to place vulnerable households to whom a statutory duty is owed to secure emergency accommodation, either through Social Care or Housing and Homelessness legislation. Due to the complexity of these households and demand in which emergency accommodation provision is needed, these experienced teams using the current model for booking travel and accommodation found that the choice of accommodation available from the systems was not always appropriate and difficult to source for households who may have some protected characteristics.

The review concluded that the current system should remain in place to secure emergency accommodation, support continuity of service delivering on statutory duties. The Council will then support the delivery of Emergency & nightly Paid Accommodation by a supplementary process to book a wider range of accommodation. Therefore, a separate project will commence to assess need, procure, and deliver an additional systems of quality assurance and access to emergency accommodation for citizens on a nightly paid or block booking basis.

1. c. Who will be affected and how?

Impact type	Equality group/ individual	Positive	Negative	None
 □ NCC staff □ Service users □ Citizens □ Community ⋈ ALL 	People from different ethnic groups	\boxtimes		
	NCC Staff, Our workforce is diverse and inclusive identify with this group, the council muservices to be as inclusive and support needs as is necessary and possible. travelling on council business have actravel/accommodation aligned to our oprinciples, which support our ambition and deliver value for money whilst also	est always su tive of our e It is therefore cess to enha corporate trav to reduce ou	ipport and e mployees so e key that of ances vel policies a ur carbon fo	nable all upport ficers and otprint,
Reasons for your assessment (Including evidence)	Service User, Citizens & Community, The delivery of emergency and nightly continue to have a positive effect on a groups, with a priority need, and those characteristics as identified within the Homelessness service and Children & Care integrated service also supports duty through targets support services. In August 2023 a snapshot analysis of made to the council showed that a 51, households' different ethnic groups, w	Il household who may have Equality Act Adult Social households f homelessnow 9% of application	s from differ ave protected 2010. The call & Health (I that may no ess application	ent ethnic ed delivery of NHS) t have a
Details of mitigation/ actions taken to advance equality	and 3.2% not knowing or refused to say Homelessness Strategy continually my statistics (SOT counts, temporary according and statutory government day consultation with Homelessness Prevention includes a specific minority ethic changes in demand and need. This will be used to impact services accordingly	onitors a var ommodation ata returns) in ention SIG policity represe Il continue a y.	uses for we n addition to artners (a gi entative) to c	ekly regular roup letermine
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Continued monitoring and analysis of: Housing Solutions homelessness of established weekly temporary accomm. Homelessness Cases Level Information statutory return data to central government authorities in the country.	data, includi nodation dat on Collection	a reports. (HCLIC) da	ata. This is

	Needs, issues, demand & supply data, both quantitative and qualitative, gleaned from Homelessness Prevention SIG partners including ad hoc information from bi-monthly SIG meetings and annual partner data reviews conducted by the council.			
	Contract monitoring information (services)	homelessne	ss, rough	sleeping
	Ad hoc research undertaken by the confurther development of emergency are framework specific in acquiring specific emergency placements.	nd nightly pai	id accommo	dation
Impact type	Equality group/ individual	Positive	Negative	None
 □ NCC staff □ Service users □ Citizens □ Community ⋈ ALL 	Men			
	NCC Staff, Our workforce is diverse and inclusive with many employees that will identify with this group, the council must always support and enable all services to be as inclusive and supportive of our employees support needs as is necessary and possible. It is therefore key that officers travelling on council business have access to enhances travel/accommodation aligned to our corporate travel policies and principles, which support our ambition to reduce our carbon footprint, and deliver value for money whilst also meeting diverse needs.			nable all upport ficers and otprint,
Reasons for your assessment (Including evidence)	Service User, Citizens & Community, The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all male only households with a priority need, and those who may have protected characteristics as identified within the Equality Act 2010. The delivery of Homelessness service and Children & Adult Social & Health (NHS) Care integrated service also supports households that may not have a duty through targets support services.		with a cs as ssness grated	
	In August 2023 a snapshot analysis of made to the council showed that a 46. households' groups, with 52.7% being known/other, 0.1% preferred not to sa	8% of applications Female and	ants were n I 0.2% not	nale

Details of mitigation/ actions taken to advance equality	Housing & Homelessness Strategy continually monitors a variety of homelessness statistics (SOT counts, temporary accommodation uses for weekly reporting and statutory government data returns) in addition to regular consultation with Homelessness Prevention SIG partners (a group which includes a specific minority ethnicity representative) to determine changes in demand and need. This will continue and be intelligence to be used to impact services accordingly.			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Continued monitoring and analysis of: Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports. Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country. Needs, issues, demand & supply data, both quantitative and qualitative, gleaned from Homelessness Prevention SIG partners including ad hoc information from bi-monthly SIG meetings and annual partner data reviews conducted by the council. Contract monitoring information (homelessness, rough sleeping services) Ad hoc research undertaken by the council and/or its SIG partners Further development of emergency and nightly paid accommodation framework specific in acquiring specific accommodation providers for emergency placements.			
Impact type	Equality group/ individual	Positive	Negative	None
 □ NCC staff □ Service users □ Citizens □ Community ⋈ ALL 	Women			
Reasons for your assessment (Including evidence)	NCC Staff, Our workforce is diverse and inclusive with many employees that will identify with this group, the council must always support and enable all services to be as inclusive and supportive of our employees support needs as is necessary and possible. It is therefore key that officers travelling on council business have access to enhances travel/accommodation aligned to our corporate travel policies and principles, which support our ambition to reduce our carbon footprint, and deliver value for money whilst also meeting diverse needs.			

	Service User, Citizens & Community, The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all female only households with a priority need, and those who may have protected characteristics as identified within the Equality Act 2010. The delivery of Homelessness service and Children & Adult Social & Health (NHS) Care integrated service also supports households that may not have a duty through targets support services.
	In August 2023 a snapshot analysis of homelessness applications made to the council showed that a 46.8% of applicants were male households' groups, with 52.7% being Female and 0.2% not known/other, 0.1% preferred not to say, and 0.2% Transgender.
Details of mitigation/ actions taken to advance equality	Housing & Homelessness Strategy continually monitors a variety of homelessness statistics (SOT counts, temporary accommodation uses for weekly reporting and statutory government data returns) in addition to regular consultation with Homelessness Prevention SIG partners (a group which includes a specific minority ethnicity representative) to determine changes in demand and need. This will continue and be intelligence to be used to impact services accordingly.
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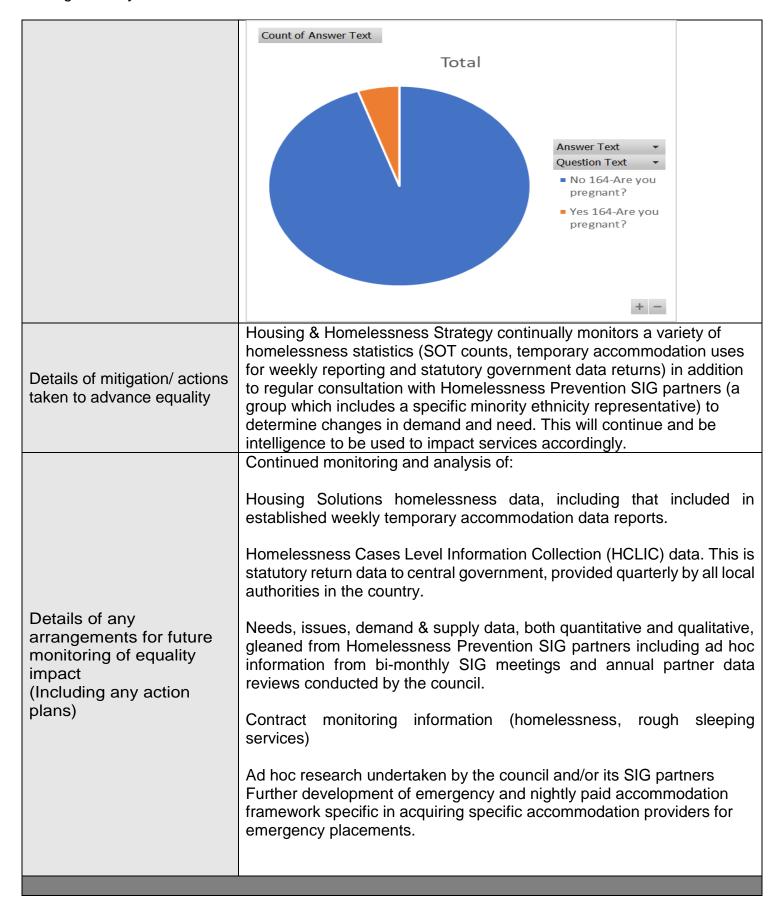
Impact type	Equality group/ individual	Positive	Negative	None
 □ NCC staff □ Service users □ Citizens □ Community ⋈ ALL 	Transgender	\boxtimes		
Reasons for your assessment (Including evidence)	NCC Staff, Our workforce is diverse and inclusive with many employees that will identify with this group, the council must always support and enable all services to be as inclusive and supportive of our employees support needs as is necessary and possible. It is therefore key that officers travelling on council business have access to enhances travel/accommodation aligned to our corporate travel policies and principles, which support our ambition to reduce our carbon footprint, and deliver value for money whilst also meeting diverse needs. Service User, Citizens & Community, The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all transgender households with a priority need, and those who may have protected characteristics as identified within the Equality Act 2010. The delivery of Homelessness service and Children & Adult Social & Health (NHS) Care integrated service also supports households that may not have a duty through targets support services. In August 2023 a snapshot analysis of homelessness applications made to the council showed that a 46.8% of applicants were male			
Details of mitigation/ actions taken to advance equality	known/other, 0.1% preferred not to say, and 0.2% Transgender. Housing & Homelessness Strategy continually monitors a variety of homelessness statistics (SOT counts, temporary accommodation uses for weekly reporting and statutory government data returns) in addition to regular consultation with Homelessness Prevention SIG partners (a group which includes a specific minority ethnicity representative) to determine changes in demand and need. This will continue and be intelligence to be used to impact services accordingly.			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Continued monitoring and analysis of: Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports. Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country.		ata. This is	

Needs, issues, demand & supply data, both quantitative and qualitative, gleaned from Homelessness Prevention SIG partners including ad hoc information from bi-monthly SIG meetings and annual partner data reviews conducted by the council.			
Contract monitoring information (services)	homelessne	ss, rough	sleeping
Further development of emergency ar	id nightly pai	d accommo	dation
Equality group/ individual	Positive	Negative	None
People with Physical Health Disabilities	× × × × × × × × × × × × × × × × × × ×		
identify with this group, the council muservices to be as inclusive and support needs as is necessary and possible. It travelling on council business have act travel/accommodation aligned to our oprinciples, which support our ambition and deliver value for money whilst also service User, Citizens & Community, The delivery of emergency and nightly continue to have a positive effect on a health and disability priority need, and characteristics as identified within the Homelessness service and Children & Care integrated service also supports duty through targets support services. Recent 2022/2023 gap analysis stats homelessness system Jigsaw, showed 791 applicants, a 9.5% of overall applicants, a 9.5% of overall applicants.	st always surtive of our entries therefore cess to enhance to reduce our meeting diversely and accompliance who requality Act and Adult Social households taken from the cants, aged	ipport and employees such key that of ances well policies aur carbon fowerse needs modation was with a phymay have preceded and the council and that may not the council	nable all apport ficers and otprint, sical otected delivery of NHS) t have a
	gleaned from Homelessness Preventi information from bi-monthly SIG mereviews conducted by the council. Contract monitoring information (services) Ad hoc research undertaken by the conformation of the fourther development of emergency and framework specific in acquiring specific emergency placements. Equality group/ individual People with Physical Health Disabilities NCC Staff, Our workforce is diverse and inclusive identify with this group, the council mustervices to be as inclusive and support needs as is necessary and possible. It travelling on council business have act travel/accommodation aligned to our oprinciples, which support our ambition and deliver value for money whilst also service User, Citizens & Community. The delivery of emergency and nightly continue to have a positive effect on a health and disability priority need, and characteristics as identified within the Homelessness service and Children & Care integrated service also supports duty through targets support services. Recent 2022/2023 gap analysis stats is homelessness system Jigsaw, showed 791 applicants, a 9.5% of overall applicants.	gleaned from Homelessness Prevention SIG partinformation from bi-monthly SIG meetings and reviews conducted by the council. Contract monitoring information (homelessne services) Ad hoc research undertaken by the council and/or Further development of emergency and nightly paiframework specific in acquiring specific accommode emergency placements. Equality group/ individual People with Physical Health Disabilities NCC Staff, Our workforce is diverse and inclusive with many elidentify with this group, the council must always suservices to be as inclusive and supportive of our eneeds as is necessary and possible. It is therefore travelling on council business have access to enhance travel/accommodation aligned to our corporate travel/accommodation aligned to our corporate travel/inciples, which support our ambition to reduce ou and deliver value for money whilst also meeting divided by the delivery of emergency and nightly paid accommodation at positive effect on all households health and disability priority need, and those who recharacteristics as identified within the Equality Act Homelessness service and Children & Adult Social Care integrated service also supports households duty through targets support services. Recent 2022/2023 gap analysis stats taken from the homelessness system Jigsaw, showed	information from bi-monthly SIG meetings and annual parreviews conducted by the council. Contract monitoring information (homelessness, rough services) Ad hoc research undertaken by the council and/or its SIG part Further development of emergency and nightly paid accommo framework specific in acquiring specific accommodation provide emergency placements. Equality group/ individual Positive Negative People with Physical Health Disabilities NCC Staff, Our workforce is diverse and inclusive with many employees to identify with this group, the council must always support and e services to be as inclusive and supportive of our employees suneeds as is necessary and possible. It is therefore key that of travelling on council business have access to enhances principles, which support our ambition to reduce our carbon for and deliver value for money whilst also meeting diverse needs service User, Citizens & Community. The delivery of emergency and nightly paid accommodation we continue to have a positive effect on all households with a phy health and disability priority need, and those who may have procharacteristics as identified within the Equality Act 2010. The continue to have a positive effect on all households with a phy health and disability priority need, and those who may have procharacteristics as identified within the Equality Act 2010. The continue to have a positive effect on all households with a phy health and disability priority need, and those who may have procharacteristics as identified within the Equality Act 2010. The continue to have a positive effect on all households with a phy health and disability priority need, and those who may have procharacteristics as identified within the Equality Act 2010. The continue to have a positive effect on all households that may not duty through targets support services. Recent 2022/2023 gap analysis stats taken from the Council

Details of mitigation/ actions taken to advance equality	Housing & Homelessness Strategy continually monitors a variety of homelessness statistics (SOT counts, temporary accommodation uses for weekly reporting and statutory government data returns) in addition to regular consultation with Homelessness Prevention SIG partners (a group which includes a specific minority ethnicity representative) to determine changes in demand and need. This will continue and be intelligence to be used to impact services accordingly.			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Intelligence to be used to impact services accordingly. Continued monitoring and analysis of: Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports. Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country. Needs, issues, demand & supply data, both quantitative and qualitative, gleaned from Homelessness Prevention SIG partners including ad hoc information from bi-monthly SIG meetings and annual partner data reviews conducted by the council. Contract monitoring information (homelessness, rough sleeping services) Ad hoc research undertaken by the council and/or its SIG partners Further development of emergency and nightly paid accommodation framework specific in acquiring specific accommodation providers for emergency placements.			
Impact type	Equality group/ individual	Positive	Negative	None
 □ NCC staff □ Service users □ Citizens □ Community ⋈ ALL 	People with Mental Health Disabilities	\boxtimes		
Reasons for your assessment (Including evidence)	NCC Staff, Our workforce is diverse and inclusive with many employees that will identify with this group, the council must always support and enable all services to be as inclusive and supportive of our employees support needs as is necessary and possible. It is therefore key that officers travelling on council business have access to enhances travel/accommodation aligned to our corporate travel policies and principles, which support our ambition to reduce our carbon footprint, and deliver value for money whilst also meeting diverse needs.			

	Service User, Citizens & Community, The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all households with a mental health and disability priority need, and those who may have protected characteristics as identified within the Equality Act 2010. The delivery of Homelessness servcie and Children & Adult Social & Health (NHS) Care integrated service also supports households that may not have a duty through targets support services. Recent 2022/2023 gap analysis stats taken from the Council homelessness system Jigsaw, showed 1463 applicants, a 17.5% of
	overall applicants, aged 18+ singles, presented with a history of mental III Health and disability support needs.
Details of mitigation/ actions taken to advance equality	Housing & Homelessness Strategy continually monitors a variety of homelessness statistics (SOT counts, temporary accommodation uses for weekly reporting and statutory government data returns) in addition to regular consultation with Homelessness Prevention SIG partners (a group which includes a specific minority ethnicity representative) to determine changes in demand and need. This will continue and be intelligence to be used to impact services accordingly.
	Continued monitoring and analysis of:
	Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports.
	Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country.
Details of any arrangements for future monitoring of equality impact	Needs, issues, demand & supply data, both quantitative and qualitative, gleaned from Homelessness Prevention SIG partners including ad hoc information from bi-monthly SIG meetings and annual partner data reviews conducted by the council.
(Including any action plans)	Contract monitoring information (homelessness, rough sleeping services)
	Ad hoc research undertaken by the council and/or its SIG partners Further development of emergency and nightly paid accommodation framework specific in acquiring specific accommodation providers for emergency placements.

Impact type	Equality group/ individual	Positive	Negative	None
 □ NCC staff □ Service users □ Citizens □ Community ⋈ ALL 	Pregnancy and Maternity			
Reasons for your assessment (Including evidence)	NCC Staff, Our workforce is diverse and inclus identify with this group, the council services to be as inclusive and sup needs as is necessary and possible travelling on council business have travel/accommodation aligned to our principles, which support our ambition and deliver value for money whilst a Service User, Citizens & Communit The delivery of emergency and night continue to have a positive effect of and expecting parents with a priority protected characteristics as identified delivery of Homelessness service at (NHS) Care integrated service also have a duty through targets support Recent 2022/2023 analysis taken from the system Jigsaw of all application prediction prediction predictions.	nust always so portive of our electrice of our electron to reduce of the control	upport and employees single key that of ances avel policies in carbon for iverse needs are pose who are pose who may ality Act 2. Adult Social seholds that it homelessn	nable all upport ficers and otprint, s. ill regnant y have 010. The & Health may not
	Count of A Row Labels Text	nswer		
	No	11175		
	164-Are you pregnant?	11175		
	Yes	602		
	164-Are you pregnant?	602		
	Grand Total	11777		



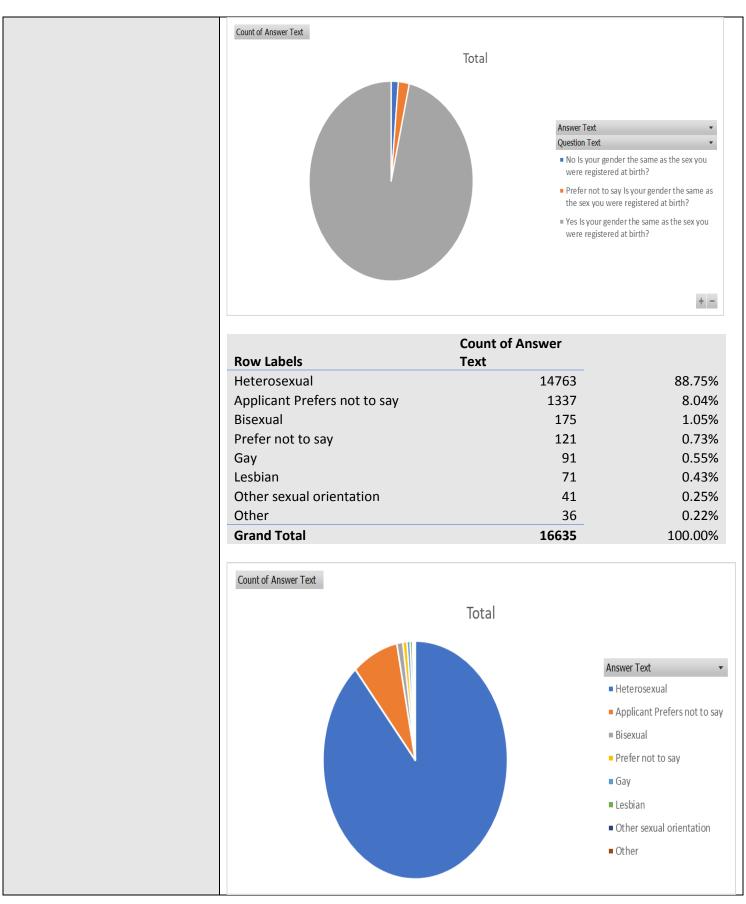
Impact type	Equality group/ individual	Positive	Negative	None		
 □ NCC staff □ Service users □ Citizens □ Community ⋈ ALL 	Marriage & Civil Partnership					
Reasons for your assessment (Including evidence)	NCC Staff, Our workforce is diverse and inclusive with many employees that identify with this group, the council must always support and enservices to be as inclusive and supportive of our employees suppeds as is necessary and possible. It is therefore key that office travelling on council business have access to enhances travel/accommodation aligned to our corporate travel policies are principles, which support our ambition to reduce our carbon foot and deliver value for money whilst also meeting diverse needs. Service User, Citizens & Community, The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all married and civil partner households with a priority need, and those who may have protect characteristics as identified within the Equality Act 2010. The delivery integrated service and Children & Adult Social & Health (NI Care integrated service also supports households that may not duty through targets support services. Recent 2022/2023 analysis taken from the Council homelessness system Jigsaw of all applications presenting as homeless showers.					
	12717 applicants, Row Labels	Count of Answer Te	xt			
	Co-habiting 166-Marriage and Civil Partnership		158 11.46% 158	6		
	Divorced 166-Marriage and Civil Partnership		268 2.11% 268			
	In a same sex civil partnership 166-Marriage and Civil Partnership		26 0.20% 26			
	Married 166-Marriage and Civil Partnership		1 86 25.05% 186	6		
	Separated 166-Marriage and Civil Partnership		5 79 4.55%			
	Single7114166-Marriage and Civil Partnership7114		55.94%	6		
			86 0.68%			
	166-Marriage and Civil Partnership Grand Total	127	86 7 17 100.009	%		

	Count of Answer Text			
	Total			
	Answer Text Question Text Co-habiting 166-Marriage and Civil Partnership Divorced 166-Marriage and Civil Partnership In a same sex civil partnership Marriage and Civil Partnership Marriage and Civil Partnership Answer Text Partnership			
Details of mitigation/ actions taken to advance equality	Housing & Homelessness Strategy continually monitors a variety of homelessness statistics (SOT counts, temporary accommodation of the for weekly reporting and statutory government data returns) in additional to regular consultation with Homelessness Prevention SIG partners group which includes a specific minority ethnicity representative) to determine changes in demand and need. This will continue and be intelligence to be used to impact services accordingly.	uses ition s (a		
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Continued monitoring and analysis of: Housing Solutions homelessness data, including that include established weekly temporary accommodation data reports. Homelessness Cases Level Information Collection (HCLIC) data. T statutory return data to central government, provided quarterly by all authorities in the country. Needs, issues, demand & supply data, both quantitative and qualit gleaned from Homelessness Prevention SIG partners including accommation from bi-monthly SIG meetings and annual partner reviews conducted by the council. Contract monitoring information (homelessness, rough slesservices) Ad hoc research undertaken by the council and/or its SIG partners Further development of emergency and nightly paid accommodation framework specific in acquiring specific accommodation providers femergency placements.	This is I local ative, d hoc data eping		

Impact type	Equality (group/ individual	Positive	Negative	None
 □ NCC staff □ Service users □ Citizens □ Community ⋈ ALL 	Religion, Belief				
Reasons for your assessment (Including evidence)	identify with this services to be a needs as is need travelling on contravel/accommon principles, which and deliver valuated to have believes, faiths, may have protes 2010. The delives Social & Health households that Recent 2022/20	s diverse and inclusive a group, the council must be inclusive and support cessary and possible. It is uncil business have acted to a light of the support our ambition are for money whilst also be included in a council business and more and no faiths who have the council business of the support of Homelessness of the support of the	Ist always surtive of our elective of our elective store enhance of the corporate travitored accomplished with the Council the	ipport and employees sinces evel policies aur carbon fowerse needs modation with differenced, and the thin the Equation in the	nable all upport ficers and otprint, s. ill ent ose who uality Act dult services.
	Row Labels	Count of Answer Text			
	No Religion Christian Muslim Prefer not to say Other Sikh	5623 3420 2875 554 396 53	26 22 4 3	3.17% 5.26% 5.07% 5.25% 5.04% 6.41%	
	Rastafarian Buddhist Jewish	36 32 19	0	0.28% 0.25% 0.15%	
	Hindu Grand Total	17 13025		0.13%	

	Count of Answer Text
	Total
	Answer Text No Religion Christian Muslim Prefer not to say Other Sikh Rastafarian Buddhist Jewish Hindu
Details of mitigation/ actions taken to advance equality	Housing & Homelessness Strategy continually monitors a variety of homelessness statistics (SOT counts, temporary accommodation uses for weekly reporting and statutory government data returns) in addition to regular consultation with Homelessness Prevention SIG partners (a group which includes a specific minority ethnicity representative) to determine changes in demand and need. This will continue and be intelligence to be used to impact services accordingly.
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Impact type	Equality group/ individual	Equality group/ individual Positive Negative				
 □ NCC staff □ Service users □ Citizens □ Community ⋈ ALL 	LGBTQIA+ Communities					
Reasons for your assessment (Including evidence)	NCC Staff, Our workforce is diverse and inclusive identify with this group, the council muservices to be as inclusive and support needs as is necessary and possible. It is travelling on council business have act travel/accommodation aligned to our oprinciples, which support our ambition and deliver value for money whilst also service User, Citizens & Community, The delivery of emergency and nightly continue to have a positive effect on a community who have a priority need, a protected characteristics as identified delivery of Homelessness servcie and (NHS) Care integrated service also support and adult through targets support services. Recent 2022/2023 analysis taken from system Jigsaw of all applications present 16635 applicants,	rtive of our elt is therefore cess to enhance to reduce or meeting directly paid accompliand those which the Education Children & Apports houservices.	ipport and employees single key that of ances well policies are carbon fowerse needs amodation was from the Land may have quality Act 2 Adult Social eholds that all homelessons.	nable all upport ficers and otprint, s. ill GBTQ+ & Health may not ess		
	Row Labels	Count of Answer Text				
	No		234	1.41%		
	Is your gender the same as the sex you were registered at birth?		234			
	Prefer not to say		359	2.16%		
	Is your gender the same as the sex you		250			
	were registered at birth? Yes	16	359 6 042	96.44%		
	Is your gender the same as the sex you	10	U4Z	JU.44/0		
	were registered at birth?	16	16042			
	Grand Total	16	635 1	00.00%		



Details of mitigation/ actions taken to advance equality	Housing & Homelessness Strategy continually monitors a variety of homelessness statistics (SOT counts, temporary accommodation uses for weekly reporting and statutory government data returns) in addition to regular consultation with Homelessness Prevention SIG partners (a group which includes a specific minority ethnicity representative) to determine changes in demand and need. This will continue and be intelligence to be used to impact services accordingly.					
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Intelligence to be used to impact services accordingly. Continued monitoring and analysis of: Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports. Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country. Needs, issues, demand & supply data, both quantitative and qualitative, gleaned from Homelessness Prevention SIG partners including ad hoc information from bi-monthly SIG meetings and annual partner data reviews conducted by the council. Contract monitoring information (homelessness, rough sleeping services) Ad hoc research undertaken by the council and/or its SIG partners Further development of emergency and nightly paid accommodation framework specific in acquiring specific accommodation providers for emergency placements.					
Impact type	Equality group/ individual	Positive	Negative	None		
 □ NCC staff □ Service users □ Citizens □ Community ☑ ALL 	Elderly					
Reasons for your assessment (Including evidence)	NCC Staff, Our workforce is diverse and inclusive with many employees that will identify with this group, the council must always support and enable all services to be as inclusive and supportive of our employees support needs as is necessary and possible. It is therefore key that officers travelling on council business have access to enhances travel/accommodation aligned to our corporate travel policies and principles, which support our ambition to reduce our carbon footprint, and deliver value for money whilst also meeting diverse needs.					

	Service User, Citizens & Community, The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all elderly households with a priority need, and those who may have protected characteristics as identified within the Equality Act 2010. The delivery of Homelessness servcie and Children & Adult Social & Health (NHS) Care integrated service also supports households that may not have a duty through targets support services. Recent 2022/2023 gap analysis stats taken from the Council homelessness system Jigsaw, showed 55 applicants, a 0.7% of overall applicants aged 18 L singles were identified as alderly.
Details of mitigation/ actions taken to advance equality	applicants aged 18+ singles were identified as elderly. Housing & Homelessness Strategy continually monitors a variety of homelessness statistics (SOT counts, temporary accommodation uses for weekly reporting and statutory government data returns) in addition to regular consultation with Homelessness Prevention SIG partners (a group which includes a specific minority ethnicity representative) to determine changes in demand and need. This will continue and be intelligence to be used to impact services accordingly.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Continued monitoring and analysis of: Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports. Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country. Needs, issues, demand & supply data, both quantitative and qualitative, gleaned from Homelessness Prevention SIG partners including ad hoc information from bi-monthly SIG meetings and annual partner data reviews conducted by the council. Contract monitoring information (homelessness, rough sleeping services) Ad hoc research undertaken by the council and/or its SIG partners Further development of emergency and nightly paid accommodation framework specific in acquiring specific accommodation providers for emergency placements.

Impact type	Equality group/ individual	Positive	Negative	None	
 □ NCC staff □ Service users □ Citizens □ Community ⋈ ALL 	Young Persons	\boxtimes			
Reasons for your assessment (Including evidence)	NCC Staff, Our workforce is diverse and inclusive with many employees that will identify with this group, the council must always support and enable all services to be as inclusive and supportive of our employees support needs as is necessary and possible. It is therefore key that officers travelling on council business have access to enhances travel/accommodation aligned to our corporate travel policies and principles, which support our ambition to reduce our carbon footprint, and deliver value for money whilst also meeting diverse needs. Service User, Citizens & Community, The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all young person's households with a priority need, and those who may have protected characteristics as identified within the Equality Act 2010. The delivery of Homelessness service and Children & Adult Social & Health (NHS) Care integrated service also supports households that may not have a duty through targets support services. Recent 2022/2023 gap analysis stats taken from the Council homelessness system Jigsaw, showed 883 applicants, a 21.8% of				
Details of mitigation/ actions taken to advance equality	overall applicants were aged 18 to 25 young persons. Housing & Homelessness Strategy continually monitors a variety of homelessness statistics (SOT counts, temporary accommodation uses for weekly reporting and statutory government data returns) in addition to regular consultation with Homelessness Prevention SIG partners (a group which includes a specific minority ethnicity representative) to determine changes in demand and need. This will continue and be intelligence to be used to impact services accordingly.				
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Continued monitoring and analysis of: Housing Solutions homelessness data, including that included established weekly temporary accommodation data reports. Homelessness Cases Level Information Collection (HCLIC) data. This statutory return data to central government, provided quarterly by all locauthorities in the country. Needs, issues, demand & supply data, both quantitative and qualitative.				
	Needs, issues, demand & supply data, both quantitative and qualitative gleaned from Homelessness Prevention SIG partners including ad ho				

information from bi-monthly SIG meetings and annual partner data reviews conducted by the council. Contract monitoring information (homelessness, rough sleeping services) Ad hoc research undertaken by the council and/or its SIG partners Further development of emergency and nightly paid accommodation framework specific in acquiring specific accommodation providers for emergency placements. Negative Impact type Equality group/ individual Positive None ☐ NCC staff ☐ Service users Looked After Children and Care ☐ Citizens \boxtimes П Leavers ☐ Community ⋈ ALL NCC Staff, Our workforce is diverse and inclusive with many employees that will identify with this group, the council must always support and enable all services to be as inclusive and supportive of our employees support needs as is necessary and possible. It is therefore key that officers travelling on council business have access to enhances travel/accommodation aligned to our corporate travel policies and principles, which support our ambition to reduce our carbon footprint, and deliver value for money whilst also meeting diverse needs. Service User, Citizens & Community, The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all households who have leaving Reasons for your care status who have a priority need, and those who may have assessment protected characteristics as identified within the Equality Act 2010. The (Including evidence) delivery of Homelessness service and Children & Adult Social & Health (NHS) Care integrated service also supports households that may not have a duty through targets support services. Recent 2022/2023 gap analysis stats taken from the Council homelessness system Jigsaw, showed 140 applicants, a 1.7% of overall applicants were identified Care Leavers ages 21+ years. 83 applicants, a 4.3% of overall applicants ages 18-25 were identified Care Leavers ages 18-20 years.

Details of mitigation/ actions taken to advance equality	57 applicants, a 3% of overall applicants ages 18-25 were identified Care Leavers ages 21+ years. Housing & Homelessness Strategy continually monitors a variety of homelessness statistics (SOT counts, temporary accommodation uses for weekly reporting and statutory government data returns) in addition to regular consultation with Homelessness Prevention SIG partners (a group which includes a specific minority ethnicity representative) to determine changes in demand and need. This will continue and be intelligence to be used to impact services accordingly.					
Details of any arrangements for future monitoring of equality impact (Including any action plans)	intelligence to be used to impact services accordingly. Continued monitoring and analysis of: Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports. Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country. Needs, issues, demand & supply data, both quantitative and qualitative, gleaned from Homelessness Prevention SIG partners including ad hoc information from bi-monthly SIG meetings and annual partner data reviews conducted by the council. Contract monitoring information (homelessness, rough sleeping services) Ad hoc research undertaken by the council and/or its SIG partners Further development of emergency and nightly paid accommodation framework specific in acquiring specific accommodation providers for emergency placements.					
Impact type	Fauglity group/individual	Positive	Negative	None		
Impact type	Equality group/ individual Other (e.g., cohesion/ good	FUSITIVE	Negative	INUTIE		
 □ NCC staff □ Service users □ Citizens □ Community ⋈ ALL 	relations, vulnerable children/ adults), socio-economic background. Drug & Alcohol Dependency Learning Needs and Disability Offending History Support Domestic Abuse	\boxtimes				

	Please underline the group(s) /issue more adversely affected or which
Reasons for your assessment (Including evidence)	NCC Staff. Our workforce is diverse and inclusive with many employees that will identify with this group, the council must always support and enable all services to be as inclusive and supportive of our employees support needs as is necessary and possible. It is therefore key that officers travelling on council business have access to enhances travellaccommodation aligned to our corporate travel policies and principles, which support our ambition to reduce our carbon footprint, and deliver value for money whilst also meeting diverse needs. Service User, Citizens & Community. The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all households with a physical health and disability priority need, and those who may have protected characteristics as identified within the Equality Act 2010. The delivery of Homelessness service and Children & Adult Social & Health (NHS) Care integrated service also supports households that may not have a duty through targets support services. Recent 2022/2023 gap analysis stats taken from the Council homelessness system Jigsaw, showed 682 applicants, a 8.2% of overall applicants, aged 18+ singles, presented with drug dependency support needs. 419 applicants, a 5% of overall applicants, aged 18+ singles, presented with learning needs and disability support needs. 278 applicants, a 3.3% of overall applicants, aged 18+ singles, presented with learning needs and disability support needs. 964 applicants, a 11.5% of overall applicants, aged 18+ singles, presented with offender history support needs. H-CLIC report 2022-2023 on total approaches reported seen 244, 8.6% of applicants approached the Council due to Domestic Abuse,
Details of mitigation/ actions taken to advance equality	Housing & Homelessness Strategy continually monitors a variety of homelessness statistics (SOT counts, temporary accommodation uses for weekly reporting and statutory government data returns) in addition to regular consultation with Homelessness Prevention SIG partners (a group which includes a specific minority ethnicity representative) to determine changes in demand and need. This will continue and be intelligence to be used to impact services accordingly.

Continued monitoring and analysis of:

Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports.

Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country.

Details of any arrangements for future monitoring of equality impact (Including any action plans)

Needs, issues, demand & supply data, both quantitative and qualitative, gleaned from Homelessness Prevention SIG partners including ad hoc information from bi-monthly SIG meetings and annual partner data reviews conducted by the council.

Contract monitoring information (homelessness, rough sleeping services)

Ad hoc research undertaken by the council and/or its SIG partners Further development of emergency and nightly paid accommodation framework specific in acquiring specific accommodation providers for emergency placements.

1. d. Summary of any other potential impact (Including cumulative impact/ human rights implications):

Placement of households into emergency, nightly paid accommodation is evidence as being necessary but not all placements are appropriate under codes of guidance, housing & homelessness legislation. NCC assesses and hopes to achieve all households are temporary housed within 6 to 8 weeks of any placements unsuitable for the whole households needs.

With the development and introduction of a formal framework from which to procure additional emergency nightly paid accommodation for homelessness citizens in the city demonstrates a commitment to the provision of quality services for all services users and potential service users provided by organisations demonstrating adequate skills and experience through a fair assessment process.

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.	Consultation with key services currently using booking system, with opportunity for feedback and development of future services	Joseph Muir	Completed September 2023	In summary, the review has determined that the need for a booking system remains, and the existing system is effective overall. However, there would be benefits to separating the employee and citizen. Therefore, the proposal is to enter a new contract with the existing provider, prioritising corporate travel whilst developing a separate framework for the ongoing procurement of emergency accommodation for citizens.
Advance equality of opportunity between those who share a protected characteristic and those who don't	Enable corporate use of booking system and services supporting groups with Protected and unprotected characteristics	Service Managers of departments using the booking systems, overseen by Joseph Muir	January 2024, once confirmed system is in place	
Foster good relations between those who share a protected characteristic	Promote services to receive constrictive feedback from employees and citizens on experiences when using the booking	Service Managers of departments using the booking systems,	January 2024, once confirmed system is in place	

and those who don't	system and form of travel or accommodation.	overseen by Joseph Muir		
(Please add other equality outcomes as required – e.g., mitigate adverse impact identified for people with a disability)	N/A			

Please note: All actions will need to be uploaded onto Pentana

Section 3 - Approval and publishing

The assessment must be approved by the manager responsible for the service /proposal.	Date sent for advice:	
Approving Manager details (name, role, contact details):	16/11/2023	
Kevin Lowry Interim Director of housing Development Kevin.lowery@nottinghamcity.gov.uk		
Approving Manager Signature:	Date of final approval:	

For further information and guidance, please visit the **Equality Impact Assessment** Intranet Pages

Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

PLEASE NOTE: FINAL VERSION <u>MUST BE SENT TO EQUALITIES</u> OTHERWISE RECORDS WILL REMAIN INCOMPLETE.