

Equality Impact Assessment (EIA) Tool

Please ensure you have read the [guidance pages](#) prior to completing this tool

Document Control

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If this is a budget EIA, please ensure the title and budget booklet code is the same as the title used within the budget booklet	
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Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Rachael Harding	Homelessness Strategy Manager	14/11/2023
Nasreen Miah	Equality & Employability Consultant	23/11/2023

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
<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL	<p>People from different ethnic groups</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Reasons for your assessment (Including evidence)</p>	<p><u>NCC Staff,</u> 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.</p> <p><u>Service User, Citizens & Community,</u> The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all households from different ethnic groups, 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.</p> <p>In August 2023 a snapshot analysis of homelessness applications made to the council showed that a 51.9% of applicants were households' different ethnic groups, with 45% being British nationals and 3.2% not knowing or refused to say</p>			
<p>Details of mitigation/ actions taken to advance equality</p>	<p>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.</p>			
<p>Details of any arrangements for future monitoring of equality impact (Including any action plans)</p>	<p>Continued monitoring and analysis of:</p> <p>Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports.</p> <p>Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country.</p>			

	<p>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.</p> <p>Contract monitoring information (homelessness, rough sleeping services)</p> <p>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.</p>			
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<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL	Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Reasons for your assessment (Including evidence)</p>	<p><u>NCC Staff,</u> 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.</p> <p><u>Service User, Citizens & Community,</u> 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.</p> <p>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.</p>			

<p>Details of mitigation/ actions taken to advance equality</p>	<p>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.</p>				
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<p><input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL</p>	<p>Women</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	
<p>Reasons for your assessment (Including evidence)</p>	<p><u>NCC Staff,</u> 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.</p>				

	<p><u>Service User, Citizens & Community.</u> 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.</p> <p>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.</p>
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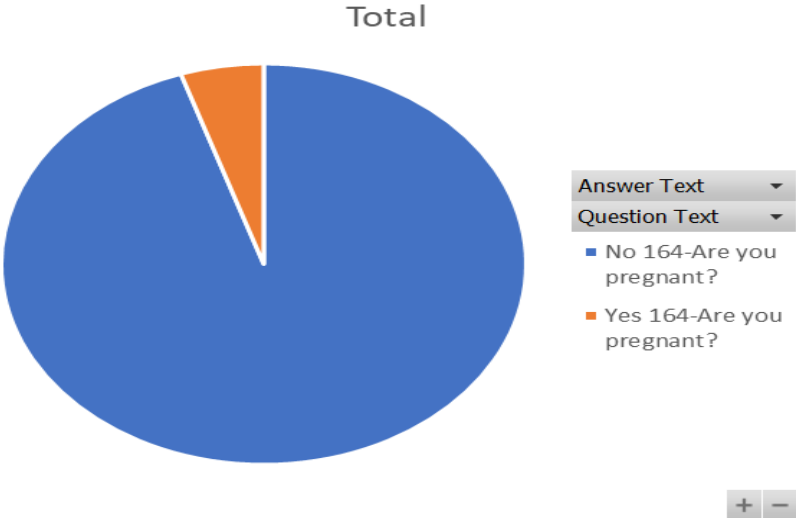
Impact type	Equality group/ individual	Positive	Negative	None
<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL	<p>Transgender</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Impact type	Equality group/ individual	Positive	Negative	None
<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL	<p>People with Physical Health Disabilities</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Reasons for your assessment (Including evidence)</p>	<p><u>NCC Staff,</u> 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.</p> <p><u>Service User, Citizens & Community,</u> 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.</p> <p>Recent 2022/2023 gap analysis stats taken from the Council homelessness system Jigsaw, showed</p> <p>791 applicants, a 9.5% of overall applicants, aged 18+ singles, presented with Physical Ill Health and disability support needs.</p>			

<p>Details of mitigation/ actions taken to advance equality</p>	<p>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.</p>			
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Impact type	Equality group/ individual	Positive	Negative	None
<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL	<p>People with Mental Health Disabilities</p>	<p style="text-align: center;"><input checked="" type="checkbox"/></p>	<p style="text-align: center;"><input type="checkbox"/></p>	<p style="text-align: center;"><input type="checkbox"/></p>
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	<p><u>Service User, Citizens & Community.</u> 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 service and Children & Adult Social & Health (NHS) Care integrated service also supports households that may not have a duty through targets support services.</p> <p>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 Ill Health and disability support needs.</p>
<p>Details of mitigation/ actions taken to advance equality</p>	<p>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.</p>
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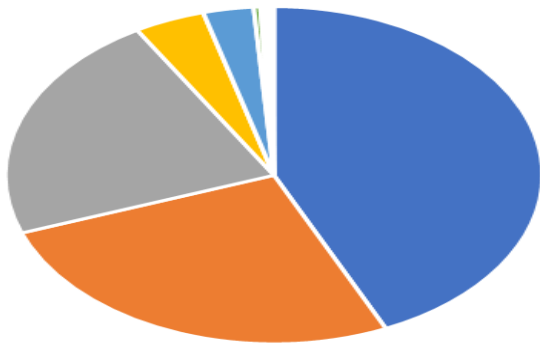
Impact type	Equality group/ individual	Positive	Negative	None												
<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL	Pregnancy and Maternity	☒	☐	☐												
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	 <p>Count of Answer Text</p> <p>Total</p> <p>Answer Text</p> <p>Question Text</p> <ul style="list-style-type: none"> No 164-Are you pregnant? Yes 164-Are you pregnant? <p>+ -</p>
<p>Details of mitigation/ actions taken to advance equality</p>	<p>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.</p>
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In a same sex civil partnership	26	0.20%																																																		
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Married	3186	25.05%																																																		
166-Marriage and Civil Partnership	3186																																																			
Separated	579	4.55%																																																		
166-Marriage and Civil Partnership	579																																																			
Single	7114	55.94%																																																		
166-Marriage and Civil Partnership	7114																																																			
Widowed	86	0.68%																																																		
166-Marriage and Civil Partnership	86																																																			
Grand Total	12717	100.00%																																																		

	<div data-bbox="532 184 690 214" data-label="Text"> <p>Count of Answer Text</p> </div> <div data-bbox="950 237 1003 266" data-label="Text"> <p>Total</p> </div> <div data-bbox="1144 352 1416 655" data-label="List-Group"> <p>Answer Text</p> <p>Question Text</p> <ul style="list-style-type: none"> ■ Co-habiting 166-Marriage and Civil Partnership ■ Divorced 166-Marriage and Civil Partnership ■ In a same sex civil partnership 166-Marriage and Civil Partnership ■ Married 166-Marriage and Civil Partnership </div> <div data-bbox="1372 730 1421 760" data-label="Text"> <p>+ -</p> </div>
<p>Details of mitigation/ actions taken to advance equality</p>	<p>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.</p>
<p>Details of any arrangements for future monitoring of equality impact (Including any action plans)</p>	<p>Continued monitoring and analysis of:</p> <p>Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports.</p> <p>Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country.</p> <p>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.</p> <p>Contract monitoring information (homelessness, rough sleeping services)</p> <p>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.</p>

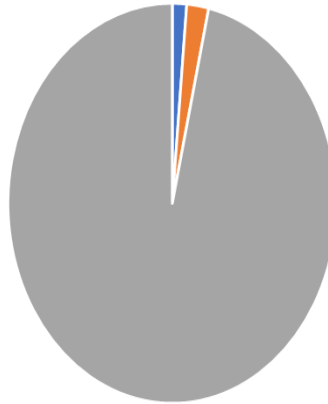
Impact type	Equality group/ individual	Positive	Negative	None																																							
<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL	Religion, Beliefs, faiths, and no faith	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																							
Reasons for your assessment (Including evidence)	<p><u>NCC Staff,</u> 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.</p> <p><u>Service User, Citizens & Community.</u> The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all households with different believes, faiths, and no faiths who have 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.</p> <p>Recent 2022/2023 analysis taken from the Council homelessness system Jigsaw of all applications presenting as homeless showed of 13025 applicants,</p> <table border="1" data-bbox="516 1293 1302 1822"> <thead> <tr> <th data-bbox="522 1335 678 1367">Row Labels</th> <th colspan="2" data-bbox="753 1297 959 1329">Count of Answer</th> </tr> <tr> <th data-bbox="522 1335 678 1367"></th> <th data-bbox="753 1335 857 1367">Text</th> <th data-bbox="943 1335 1019 1367"></th> </tr> </thead> <tbody> <tr> <td data-bbox="522 1373 678 1404">No Religion</td> <td data-bbox="943 1373 1019 1404">5623</td> <td data-bbox="1198 1373 1292 1404">43.17%</td> </tr> <tr> <td data-bbox="522 1411 678 1442">Christian</td> <td data-bbox="943 1411 1019 1442">3420</td> <td data-bbox="1198 1411 1292 1442">26.26%</td> </tr> <tr> <td data-bbox="522 1449 678 1480">Muslim</td> <td data-bbox="943 1449 1019 1480">2875</td> <td data-bbox="1198 1449 1292 1480">22.07%</td> </tr> <tr> <td data-bbox="522 1486 678 1560">Prefer not to say</td> <td data-bbox="943 1518 1019 1549">554</td> <td data-bbox="1198 1518 1292 1549">4.25%</td> </tr> <tr> <td data-bbox="522 1566 678 1598">Other</td> <td data-bbox="943 1566 1019 1598">396</td> <td data-bbox="1198 1566 1292 1598">3.04%</td> </tr> <tr> <td data-bbox="522 1604 678 1635">Sikh</td> <td data-bbox="943 1604 1019 1635">53</td> <td data-bbox="1198 1604 1292 1635">0.41%</td> </tr> <tr> <td data-bbox="522 1642 678 1673">Rastafarian</td> <td data-bbox="943 1642 1019 1673">36</td> <td data-bbox="1198 1642 1292 1673">0.28%</td> </tr> <tr> <td data-bbox="522 1680 678 1711">Buddhist</td> <td data-bbox="943 1680 1019 1711">32</td> <td data-bbox="1198 1680 1292 1711">0.25%</td> </tr> <tr> <td data-bbox="522 1717 678 1749">Jewish</td> <td data-bbox="943 1717 1019 1749">19</td> <td data-bbox="1198 1717 1292 1749">0.15%</td> </tr> <tr> <td data-bbox="522 1755 678 1787">Hindu</td> <td data-bbox="943 1755 1019 1787">17</td> <td data-bbox="1198 1755 1292 1787">0.13%</td> </tr> <tr> <td data-bbox="522 1793 678 1824">Grand Total</td> <td data-bbox="927 1793 1036 1824">13025</td> <td data-bbox="1182 1793 1292 1824">100.00%</td> </tr> </tbody> </table>				Row Labels	Count of Answer			Text		No Religion	5623	43.17%	Christian	3420	26.26%	Muslim	2875	22.07%	Prefer not to say	554	4.25%	Other	396	3.04%	Sikh	53	0.41%	Rastafarian	36	0.28%	Buddhist	32	0.25%	Jewish	19	0.15%	Hindu	17	0.13%	Grand Total	13025	100.00%
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No Religion	5623	43.17%																																									
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Grand Total	13025	100.00%																																									

	<p>Count of Answer Text</p> <p>Total</p>  <p>Answer Text</p> <ul style="list-style-type: none"> ■ No Religion ■ Christian ■ Muslim ■ Prefer not to say ■ Other ■ Sikh ■ Rastafarian ■ Buddhist ■ Jewish ■ Hindu 	
<p>Details of mitigation/ actions taken to advance equality</p>	<p>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.</p>	
<p>Details of any arrangements for future monitoring of equality impact (Including any action plans)</p>	<p>Continued monitoring and analysis of:</p> <p>Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports.</p> <p>Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country.</p> <p>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.</p> <p>Contract monitoring information (homelessness, rough sleeping services)</p> <p>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.</p>	

Impact type	Equality group/ individual	Positive	Negative	None																								
<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL	LGBTQIA+ Communities	☒	☐	☐																								
Reasons for your assessment (Including evidence)	<p><u>NCC Staff,</u> 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.</p> <p><u>Service User, Citizens & Community.</u> The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all households from the LGBTQ+ community who have 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.</p> <p>Recent 2022/2023 analysis taken from the Council homelessness system Jigsaw of all applications presenting as homeless showed of 16635 applicants,</p> <table border="1" data-bbox="518 1293 1495 1738"> <thead> <tr> <th data-bbox="524 1335 672 1367">Row Labels</th> <th colspan="2" data-bbox="1073 1299 1227 1367">Count of Answer Text</th> </tr> </thead> <tbody> <tr> <td data-bbox="524 1373 574 1404">No</td> <td data-bbox="1227 1373 1278 1404" style="text-align: right;">234</td> <td data-bbox="1406 1373 1484 1404" style="text-align: right;">1.41%</td> </tr> <tr> <td data-bbox="524 1411 1024 1478">Is your gender the same as the sex you were registered at birth?</td> <td data-bbox="1227 1444 1278 1476" style="text-align: right;">234</td> <td></td> </tr> <tr> <td data-bbox="524 1484 737 1516">Prefer not to say</td> <td data-bbox="1227 1484 1278 1516" style="text-align: right;">359</td> <td data-bbox="1406 1484 1484 1516" style="text-align: right;">2.16%</td> </tr> <tr> <td data-bbox="524 1522 1024 1589">Is your gender the same as the sex you were registered at birth?</td> <td data-bbox="1227 1556 1278 1587" style="text-align: right;">359</td> <td></td> </tr> <tr> <td data-bbox="524 1596 574 1627">Yes</td> <td data-bbox="1195 1596 1278 1627" style="text-align: right;">16042</td> <td data-bbox="1390 1596 1484 1627" style="text-align: right;">96.44%</td> </tr> <tr> <td data-bbox="524 1633 1024 1701">Is your gender the same as the sex you were registered at birth?</td> <td data-bbox="1195 1667 1278 1698" style="text-align: right;">16042</td> <td></td> </tr> <tr> <td data-bbox="524 1707 678 1738">Grand Total</td> <td data-bbox="1195 1707 1278 1738" style="text-align: right;">16635</td> <td data-bbox="1373 1707 1484 1738" style="text-align: right;">100.00%</td> </tr> </tbody> </table>				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 were registered at birth?	359		Yes	16042	96.44%	Is your gender the same as the sex you were registered at birth?	16042		Grand Total	16635	100.00%
Row Labels	Count of Answer Text																											
No	234	1.41%																										
Is your gender the same as the sex you were registered at birth?	234																											
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Grand Total	16635	100.00%																										

Count of Answer Text

Total



Answer Text

Question Text

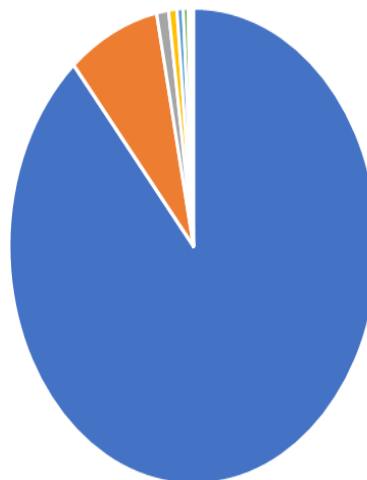
- No Is your gender the same as the sex you were registered at birth?
- Prefer not to say Is your gender the same as the sex you were registered at birth?
- Yes Is your gender the same as the sex you were registered at birth?

+ -

Row Labels	Count of Answer Text	
Heterosexual	14763	88.75%
Applicant Prefers not to say	1337	8.04%
Bisexual	175	1.05%
Prefer not to say	121	0.73%
Gay	91	0.55%
Lesbian	71	0.43%
Other sexual orientation	41	0.25%
Other	36	0.22%
Grand Total	16635	100.00%

Count of Answer Text

Total



Answer Text

- Heterosexual
- Applicant Prefers not to say
- Bisexual
- Prefer not to say
- Gay
- Lesbian
- Other sexual orientation
- Other

<p>Details of mitigation/ actions taken to advance equality</p>	<p>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.</p>				
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<p>Impact type</p>	<p>Equality group/ individual</p>	<p>Positive</p>	<p>Negative</p>	<p>None</p>	
<p><input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL</p>	<p>Elderly</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	
<p>Reasons for your assessment (Including evidence)</p>	<p><u>NCC Staff,</u> 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.</p>				

	<p><u>Service User, Citizens & Community,</u> 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 service and Children & Adult Social & Health (NHS) Care integrated service also supports households that may not have a duty through targets support services.</p> <p>Recent 2022/2023 gap analysis stats taken from the Council homelessness system Jigsaw, showed 55 applicants, a 0.7% of overall applicants aged 18+ singles were identified as elderly.</p>
<p>Details of mitigation/ actions taken to advance equality</p>	<p>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.</p>
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Impact type	Equality group/ individual	Positive	Negative	None
<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL	<p>Young Persons</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Reasons for your assessment (Including evidence)</p>	<p><u>NCC Staff,</u> 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.</p> <p><u>Service User, Citizens & Community.</u> 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.</p> <p>Recent 2022/2023 gap analysis stats taken from the Council homelessness system Jigsaw, showed 883 applicants, a 21.8% of overall applicants were aged 18 to 25 young persons.</p>			
<p>Details of mitigation/ actions taken to advance equality</p>	<p>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.</p>			
<p>Details of any arrangements for future monitoring of equality impact (Including any action plans)</p>	<p>Continued monitoring and analysis of:</p> <p>Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports.</p> <p>Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country.</p> <p>Needs, issues, demand & supply data, both quantitative and qualitative, gleaned from Homelessness Prevention SIG partners including ad hoc</p>			

	<p>information from bi-monthly SIG meetings and annual partner data reviews conducted by the council.</p> <p>Contract monitoring information (homelessness, rough sleeping services)</p> <p>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.</p>			
Impact type	Equality group/ individual	Positive	Negative	None
<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL	<p>Looked After Children and Care Leavers</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Reasons for your assessment (Including evidence)</p>	<p><u>NCC Staff,</u> 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.</p> <p><u>Service User, Citizens & Community.</u> The delivery of emergency and nightly paid accommodation will continue to have a positive effect on all households who have leaving care status who have 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.</p> <p>Recent 2022/2023 gap analysis stats taken from the Council homelessness system Jigsaw, showed</p> <p>140 applicants, a 1.7% of overall applicants were identified Care Leavers ages 21+ years.</p> <p>83 applicants, a 4.3% of overall applicants ages 18-25 were identified Care Leavers ages 18-20 years.</p>			

	<p>57 applicants, a 3% of overall applicants ages 18-25 were identified Care Leavers ages 21+ years.</p>			
<p>Details of mitigation/ actions taken to advance equality</p>	<p>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.</p>			
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Impact type	Equality group/ individual	Positive	Negative	None
<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input type="checkbox"/> Citizens <input type="checkbox"/> Community <input checked="" type="checkbox"/> ALL	<p>Other (e.g., cohesion/ good relations, vulnerable children/ adults), socio-economic background.</p> <p>Drug & Alcohol Dependency Learning Needs and Disability Offending History Support Domestic Abuse</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></p>			
<p>Reasons for your assessment (Including evidence)</p>	<p><u>NCC Staff,</u> 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.</p> <p><u>Service User, Citizens & Community,</u> 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.</p> <p>Recent 2022/2023 gap analysis stats taken from the Council homelessness system Jigsaw, showed</p> <p>682 applicants, a 8.2% of overall applicants, aged 18+ singles, presented with drug dependency support needs.</p> <p>419 applicants, a 5% of overall applicants, aged 18+ singles, presented with alcohol dependency support needs.</p> <p>278 applicants, a 3.3% of overall applicants, aged 18+ singles, presented with learning needs and disability support needs.</p> <p>964 applicants, a 11.5% of overall applicants, aged 18+ singles, presented with offender history support needs.</p> <p>H-CLIC report 2022-2023 on total approaches reported seen 244, 8.6% of applicants approached the Council due to Domestic Abuse,</p>			
<p>Details of mitigation/ actions taken to advance equality</p>	<p>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.</p>			

<p>Details of any arrangements for future monitoring of equality impact (Including any action plans)</p>	<p>Continued monitoring and analysis of:</p> <p>Housing Solutions homelessness data, including that included in established weekly temporary accommodation data reports.</p> <p>Homelessness Cases Level Information Collection (HCLIC) data. This is statutory return data to central government, provided quarterly by all local authorities in the country.</p> <p>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.</p> <p>Contract monitoring information (homelessness, rough sleeping services)</p> <p>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.</p>
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1. d. Summary of any other potential impact

(Including cumulative impact/ human rights implications):

<p>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.</p> <p>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.</p>
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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

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

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 MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.