

Equality Impact Assessment (EIA) Tool

Document Control

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Name	Title role	Date
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Glossary of Terms

Term	Description
SIG	Strategy implementation group. The role of the SIG is to make recommendations regarding homelessness and rough sleeping prevention through the development and delivery of the Nottingham Homelessness and Rough Sleeping Strategy. The SIG is a decision making meeting of inter-agency representatives from across the homelessness sector and the membership reflects this

Section 1 – Equality Impact

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

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

The Nottingham Homelessness Prevention Strategy for 2025 to 2029 has been developed in accordance with the statutory requirement (contained in the Homelessness Act 2002 [Homelessness Act 2002 \(legislation.gov.uk\)](#) and Homelessness Reduction Act 2017 [Homelessness Reduction Act 2017 \(legislation.gov.uk\)](#) and the Housing Act 1996 part 7 (amended [Housing Act 1996 \(legislation.gov.uk\)](#)) which instructs local areas to outline their approach to preventing and responding to homelessness.

The Nottingham Homelessness Prevention Strategy for 2025 to 2029 is led by Nottingham City Council but jointly owned by cross-sector partnership of public, community, private, voluntary and faith sector organisations in Nottingham. The strategy sets out a localised person-centred approach based on partnerships and with a focus on the following four priorities:

Priority 1. Homelessness is prevented and does not reoccur

Priority 2. The issues causing homelessness are addressed

Priority 3. Homelessness is brief

Priority 4. Rough Sleeping is reduced

1. b. Information used to analyse the equalities implications

- Government live tables on homelessness
- Nottingham City Council Housing Aid data and insight – ongoing monitoring and analysis
- Local service data and insight – through annual strategy data review

Stakeholder insight (including people with lived experience of homelessness) – through workshops, discussion at forums, one to one interviews and questionnaires

1. c. Who will be affected and how?

Equality group/ individual	Impact type	Positive	Negative	None
People from different ethnic groups	<input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input checked="" type="checkbox"/> Community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reasons for your assessment (Including evidence)	<p>Homelessness does not discriminate. Our data and insight shows that the following categories of people can be at risk of homelessness:</p> <ul style="list-style-type: none"> • Single people • Families • Pregnant females • Survivors of domestic or sexual abuse and violence, modern slavery, female genital mutilation, gang violence, honour based violence • Refugees, asylum seekers, economic migrants and people with No Recourse to Public Funds • People from all ethnicities • People from all religious faiths • People with mental health issues • People with substance misuse issues • People with physical health needs • Young people who have left local authority care • Young people from low socio-economic backgrounds • Unemployed people • People who have multiple and complex needs • Lesbian, Gay, Bisexual and Trans people • People leaving prison • People being discharged from hospital • People living with parents, friends and family 			
Details of mitigation/ actions taken to advance equality	<p>The 2025-2029 Homelessness Prevention Strategy promotes a person-centred approach to preventing and responding to homelessness in Nottingham.</p> <p>This means a range of partners across the public, private, community, voluntary and faith sectors working together in a coordinated way to help identify people in need, make pathways of support open and accessible, enable assessments that acknowledge specific requirements and provide a range of accommodation and support solutions that are conducive to meeting different needs.</p> <p>To ensure that the strategy promotes inclusivity it:</p>			

	<ul style="list-style-type: none"> • Advocates for a range of services (including specialist services) • Champions a ‘no wrong front door’ approach to accessing advice and support • Seeks effective channels of communication, information and resources provision, sharing of information and learning between partners and with people who are homeless (or at risk) <p>The development and implementation of the Homelessness Prevention Strategy 2019 to 2024 is overseen by a multi-agency partnership group called the Strategy Implementation Group (SIG). Membership of the SIG includes:</p> <ul style="list-style-type: none"> • 10 x different community or faith sector organisations (including those specialising in supporting: survivors of domestic abuse, young people, people with multiple and complex needs, refugees and asylum seekers, and rough sleepers) • representatives from Housing Services and the Nottinghamshire Social Housing Forum • Public sector partners including the Nottingham Department for Work and Pensions, Nottingham Clinical Commissioning Group, the local Community Rehabilitation Company and National Probation Service. <p>The SIG will set the action plan for the strategy and monitor and review progress alongside the annual review of homelessness. If any equality impacts arise these will be updated to reflect the impacts.</p>			
<p>Details of any arrangements for future monitoring of equality impact (Including any action plans)</p>	<p>During the annual review of homelessness the SIG will consider data relating to groups with protected characteristics to ensure that there has been equity in access to support service provision.</p> <p>A marker of success would be an increase in the number of households with protected characteristics accessing advice and support at the prevention and relief stage.</p>			
Equality group/ individual	Impact type	Positive	Negative	None
Men	<input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input checked="" type="checkbox"/> Community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<p>Reasons for your assessment (Including evidence)</p>	<p>Homelessness does not discriminate. Our data and insight shows that the following categories of people can be at risk of homelessness:</p> <ul style="list-style-type: none"> • Single people • Families • Pregnant females • Survivors of domestic or sexual abuse and violence, modern slavery, female genital mutilation, gang violence, honour based violence • Refugees, asylum seekers, economic migrants and people with No Recourse to Public Funds • People from all ethnicities • People from all religious faiths • People with mental health issues • People with substance misuse issues • People with physical health needs • Young people who have left local authority care • Young people from low socio-economic backgrounds • Unemployed people • People who have multiple and complex needs • Lesbian, Gay, Bisexual and Trans people • People leaving prison • People being discharged from hospital • People living with parents, friends and family
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	<p>The development and implementation of the Homelessness Prevention Strategy 2025 to 2029 is overseen by a multi-agency partnership group called the Strategy Implementation Group (SIG). Membership of the SIG includes:</p> <ul style="list-style-type: none"> • 10 x different community or faith sector organisations (including those specialising in supporting: survivors of domestic abuse, young people, people with multiple and complex needs, refugees and asylum seekers, and rough sleepers) • representatives from Nottingham City Homes and the Nottinghamshire Social Housing Forum • Public sector partners including the Nottingham Department for Work and Pensions, Nottingham Clinical Commissioning Group, the local Community Rehabilitation Company and National Probation Service. <p>The SIG will set the action plan for the strategy and monitor and review progress alongside the annual review of homelessness.</p>			
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<p>Equality group/ individual</p>	<p>Impact type</p>	<p>Positive</p>	<p>Negative</p>	<p>None</p>
<p>Women</p>	<p><input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input checked="" type="checkbox"/> Community</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>
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	<ul style="list-style-type: none"> • People from all ethnicities • People from all religious faiths • People with mental health issues • People with substance misuse issues • People with physical health needs • Young people who have left local authority care • Young people from low socio-economic backgrounds • Unemployed people • People who have multiple and complex needs • Lesbian, Gay, Bisexual and Trans people • People leaving prison • People being discharged from hospital • People living with parents, friends and family
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Equality group/ individual	Impact type	Positive	Negative	None
Trans	<input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input checked="" type="checkbox"/> Community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Reasons for your assessment (Including evidence)</p>	<p>Homelessness does not discriminate. Our data and insight shows that the following categories of people can be at risk of homelessness:</p> <ul style="list-style-type: none"> Single people Families Pregnant females Survivors of domestic or sexual abuse and violence, modern slavery, female genital mutilation, gang violence, honour based violence Refugees, asylum seekers, economic migrants and people with No Recourse to Public Funds People from all ethnicities People from all religious faiths People with mental health issues People with substance misuse issues People with physical health needs Young people who have left local authority care Young people from low socio-economic backgrounds Unemployed people People who have multiple and complex needs Lesbian, Gay, Bisexual and Trans people People leaving prison People being discharged from hospital 			

	<ul style="list-style-type: none"> • People living with parents, friends and family
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Equality group/ individual	Impact type	Positive	Negative	None
<p>Disabled people/ Carers</p>	<p><input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input checked="" type="checkbox"/> Community</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>
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<p>Equality group/ individual</p>	<p>Impact type</p>	<p>Positive</p>	<p>Negative</p>	<p>None</p>
<p>Pregnancy and maternity</p>	<p><input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>

	<input checked="" type="checkbox"/> Community			
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<p>Equality group/ individual</p>	<p>Impact type</p>	<p>Positive</p>	<p>Negative</p>	<p>None</p>
<p>Marriage/ Civil Partnership</p>	<p><input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input checked="" type="checkbox"/> Community</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>
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Equality group/ individual	Impact type	Positive	Negative	None
<p>People of different faiths/ beliefs and those with none</p>	<input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input checked="" type="checkbox"/> Community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Equality group/ individual	Impact type	Positive	Negative	None
<p>Lesbian/ Gay/ Bisexual people</p>	<p><input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input checked="" type="checkbox"/> Community</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>
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<p>Equality group/ individual</p>	<p>Impact type</p>	<p>Positive</p>	<p>Negative</p>	<p>None</p>
<p>Older</p>	<p><input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>

	<input checked="" type="checkbox"/> Citizens <input checked="" type="checkbox"/> Community			
<p>Reasons for your assessment (Including evidence)</p>	<p>Homelessness does not discriminate. Our data and insight shows that the following categories of people can be at risk of homelessness:</p> <ul style="list-style-type: none"> • Single people • Families • Pregnant females • Survivors of domestic or sexual abuse and violence, modern slavery, female genital mutilation, gang violence, honour based violence • Refugees, asylum seekers, economic migrants and people with No Recourse to Public Funds • People from all ethnicities • People from all religious faiths • People with mental health issues • People with substance misuse issues • People with physical health needs • Young people who have left local authority care • Young people from low socio-economic backgrounds • Unemployed people • People who have multiple and complex needs • Lesbian, Gay, Bisexual and Trans people • People leaving prison • People being discharged from hospital • People living with parents, friends and family 			
<p>Details of mitigation/ actions taken to advance equality</p>	<p>The 2025-2029 Homelessness Prevention Strategy promotes a person-centred approach to preventing and responding to homelessness in Nottingham.</p> <p>This means a range of partners across the public, private, community, voluntary and faith sectors working together in a coordinated way to help identify people in need, make pathways of support open and accessible, enable assessments that acknowledge specific requirements and provide a range of accommodation and support solutions that are conducive to meeting different needs.</p> <p>To ensure that the strategy promotes inclusivity it:</p> <ul style="list-style-type: none"> • Advocates for a range of services (including specialist services) • Champions a ‘no wrong front door’ approach to accessing advice and support • Seeks effective channels of communication, information and resources provision, sharing of information and learning between partners and with people who are homeless (or at risk) 			

	<p>The development and implementation of the Homelessness Prevention Strategy 2025 to 2029 is overseen by a multi-agency partnership group called the Strategy Implementation Group (SIG). Membership of the SIG includes:</p> <ul style="list-style-type: none"> • 10 x different community or faith sector organisations (including those specialising in supporting: survivors of domestic abuse, young people, people with multiple and complex needs, refugees and asylum seekers, and rough sleepers) • representatives from Nottingham City Homes and the Nottinghamshire Social Housing Forum • Public sector partners including the Nottingham Department for Work and Pensions, Nottingham Clinical Commissioning Group, the local Community Rehabilitation Company and National Probation Service. <p>The SIG will set the action plan for the strategy and monitor and review progress alongside the annual review of homelessness.</p>			
<p>Details of any arrangements for future monitoring of equality impact (Including any action plans)</p>	<p>During the annual review of homelessness the SIG will consider data relating to groups with protected characteristics to ensure that there has been equity in access to support service provision.</p> <p>A marker of success would be an increase in the number of households with protected characteristics accessing advice and support at the prevention and relief stage.</p>			
<p>Equality group/ individual</p>	<p>Impact type</p>	<p>Positive</p>	<p>Negative</p>	<p>None</p>
<p>Younger</p>	<p><input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input checked="" type="checkbox"/> Community</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>Homelessness does not discriminate. Our data and insight shows that the following categories of people can be at risk of homelessness:</p> <ul style="list-style-type: none"> • Single people • Families • Pregnant females • Survivors of domestic or sexual abuse and violence, modern slavery, female genital mutilation, gang violence, honour based violence • Refugees, asylum seekers, economic migrants and people with No Recourse to Public Funds 			

	<ul style="list-style-type: none"> • People from all ethnicities • People from all religious faiths • People with mental health issues • People with substance misuse issues • People with physical health needs • Young people who have left local authority care • Young people from low socio-economic backgrounds • Unemployed people • People who have multiple and complex needs • Lesbian, Gay, Bisexual and Trans people • People leaving prison • People being discharged from hospital • People living with parents, friends and family
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Equality group/ individual	Impact type	Positive	Negative	None
<p>Care Experience (Please refer to the guidance notes for further information)</p>	<input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input checked="" type="checkbox"/> Community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Reasons for your assessment (Including evidence)</p>	<p>Homelessness does not discriminate. Our data and insight shows that the following categories of people can be at risk of homelessness:</p> <ul style="list-style-type: none"> Single people Families Pregnant females Survivors of domestic or sexual abuse and violence, modern slavery, female genital mutilation, gang violence, honour based violence Refugees, asylum seekers, economic migrants and people with No Recourse to Public Funds People from all ethnicities People from all religious faiths People with mental health issues People with substance misuse issues People with physical health needs Young people who have left local authority care Young people from low socio-economic backgrounds Unemployed people People who have multiple and complex needs Lesbian, Gay, Bisexual and Trans people People leaving prison People being discharged from hospital 			

	<ul style="list-style-type: none"> • People living with parents, friends and family
<p>Details of mitigation/ actions taken to advance equality</p>	<p>The 2025-2029 Homelessness Prevention Strategy promotes a person-centred approach to preventing and responding to homelessness in Nottingham.</p> <p>This means a range of partners across the public, private, community, voluntary and faith sectors working together in a coordinated way to help identify people in need, make pathways of support open and accessible, enable assessments that acknowledge specific requirements and provide a range of accommodation and support solutions that are conducive to meeting different needs.</p> <p>To ensure that the strategy promotes inclusivity it:</p> <ul style="list-style-type: none"> • Advocates for a range of services (including specialist services) • Champions a ‘no wrong front door’ approach to accessing advice and support • Seeks effective channels of communication, information and resources provision, sharing of information and learning between partners and with people who are homeless (or at risk) <p>The development and implementation of the Homelessness Prevention Strategy 2025 to 2029 is overseen by a multi-agency partnership group called the Strategy Implementation Group (SIG). Membership of the SIG includes:</p> <ul style="list-style-type: none"> • 10 x different community or faith sector organisations (including those specialising in supporting: survivors of domestic abuse, young people, people with multiple and complex needs, refugees and asylum seekers, and rough sleepers) • representatives from Nottingham City Homes and the Nottinghamshire Social Housing Forum • Public sector partners including the Nottingham Department for Work and Pensions, Nottingham Clinical Commissioning Group, the local Community Rehabilitation Company and National Probation Service. <p>The SIG will set the action plan for the strategy and monitor and review progress alongside the annual review of homelessness.</p>

<p>Details of any arrangements for future monitoring of equality impact (Including any action plans)</p>	<p>During the annual review of homelessness the SIG will consider data relating to groups with protected characteristics to ensure that there has been equity in access to support service provision.</p> <p>A marker of success would be an increase in the number of households with protected characteristics accessing advice and support at the prevention and relief stage.</p>			
Equality group/ individual	Impact type	Positive	Negative	None
<p>Other (E.g. Cohesion/ good relations, vulnerable children/ adults), socio-economic background (e.g. financial vulnerable)</p>	<p><input checked="" type="checkbox"/> NCC staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input checked="" type="checkbox"/> Community</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>Homelessness does not discriminate. Our data and insight shows that the following categories of people can be at risk of homelessness:</p> <ul style="list-style-type: none"> • Single people • Families • Pregnant females • Survivors of domestic or sexual abuse and violence, modern slavery, female genital mutilation, gang violence, honour based violence • Refugees, asylum seekers, economic migrants and people with No Recourse to Public Funds • People from all ethnicities • People from all religious faiths • People with mental health issues • People with substance misuse issues • People with physical health needs • Young people who have left local authority care • Young people from low socio-economic backgrounds • Unemployed people • People who have multiple and complex needs • Lesbian, Gay, Bisexual and Trans people • People leaving prison • People being discharged from hospital • People living with parents, friends and family 			

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

n/a

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.				
Advance equality of opportunity between those who share a protected characteristic and those who don't				

Foster good relations between those who share a protected characteristic and those who don't				
(Please add other equality outcomes as required – e.g., mitigate adverse impact identified for people with a disability)				

Outcome(s) of equality impact assessment:

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

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 Director details (name, role, contact details):</p> <p>Approving Director Signature:</p>	<p>Date sent for advice:</p>
<p>Author Signature:</p> <p>Kimberley Pike</p>	<p>08/10/2024</p>
<p>Equality Team Signature:</p> <p><i>Rosey Donovan</i></p>	<p>Date of final approval:</p> <p>14/10/2024</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.