

Equality Impact Assessment Form

Title of EIA/ DDM: Reducing the use of Bed and Breakfast for Homeless Households

Name of Author: Gary Harvey

Department: Development

Service Area: Housing Aid

Author (assigned to Covalent):

Director: Chris Henning, Director Economic Development
Strategic Budget EIA Y/N (please underline)

Brief description of proposal / policy / service being assessed:

The use of Bed and Breakfast as a means of meeting the statutory duty for emergency accommodation has increased significantly. From a near zero use of B&B in 2014/15, there was expenditure of over £646,000 in 2016/17. This looks set to rise above £1.7m in 2017/18. This EIA evaluates the impact of proposals to utilise available financial resources to prevent homelessness, reduce the use of B&B for homeless households and reduce cost pressures created by B&B use. The DDM seeks approval for;

1. Creation of an expanded Homelessness Prevention Development response from Housing Aid through additional staff and financial resources for two years
2. Creation of Additional Units of support for 18 additional units of temporary accommodation for homeless families.

Information used to analyse the effects on equality:

Workforce statistics, Job Descriptions of posts affected. Homelessness analysis of vulnerable people. National Statistics P1E reports concerning homelessness. Gateway utilisation statistics and budget analysis. Citizen survey responses for Housing Aid.

	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>
Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>

How different groups could be affected (Summary of impacts)	Details of actions to reduce negative or increase positive impact (or why action isn't possible)
<p>SERVICE USERS/CITIZENS</p> <ul style="list-style-type: none"> • There is unlikely to be any significant negative impact on services to specific groups or performance for homeless people within the service area. • Vulnerable people for whom the service owes a duty will be targeted for positive intervention • The trend of demand for the service created by the economic climate remains uncertain. Beyond the scope of this EIA. It is possible demand will increase as economic 	<p>Quarterly Monitoring and statistical returns used to evaluate changes and mitigate any emerging risks. Utilise annual feedback from citizen surveys, and Commissioning Reviews to evaluate local environment, improves our ability to allocate resources more effectively and be more flexible. These Reviews are ongoing now and should complete by October 2017.</p> <p>The organisation selected to deliver the support services put in place through the implementation of this decision have been chosen both for expediency (given the need</p>

Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	<input type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults). <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<p>conditions remain uncertain and Austerity continues.</p> <ul style="list-style-type: none"> • This will also enable NCC to allocate resources more effectively and target vulnerable groups for service. • Legal duties arising from Housing Act 1996 Part VII in terms of resource allocation will be unchanged and the service ability to deliver those duties going forward will not be negatively affected by the proposals. • Reducing the use of B&B accommodation will have a positive impact on vulnerable households and reduce risk of accident and social isolation. • Most beneficiaries of the additional support are likely to be families; as Statutory responsibilities focus the need for temporary accommodation on vulnerable families with children or where there is a person who is pregnant. The options developed ensure accommodation and support is also available to families with a male parent only. <p>Other key impacts should have positive impacts;</p> <ul style="list-style-type: none"> • Improved decision times for all groups. • shorter times in temporary accommodation for vulnerable citizens • Reduced Risk of strain on personnel resulting in reduced sickness absence • Statistics indicate that users of Housing Aid services are more likely than the wider Nottingham population to have disabilities (for example mental health conditions) and to be male. However, the proposal is designed improve on front line services, it is not expected that there would be an adverse impact on the grounds of protected characteristics. 	<p>to have arrangements in place urgently to respond to increasing use of bed and breakfast by the council) and for their experience in working with homeless and socially excluded citizens</p> <p>Contracts to be created to implement these proposals will clarify expectations of provider organisation responsible for their delivery in respect of (i) access and eligibility and (ii) activity to encourage sustainable routes away from homelessness. All referrals will be through Housing Aid and all referrals will relate to where there are statutory responsibilities</p>
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			<p>COLLEAGUES</p> <ul style="list-style-type: none"> There are some risks with universal impact upon all service user citizens if they are realised. Risks arise from recruiting internally and then backfilling positions that may fall vacant within the team. Long term vacancy can reduce service capacity. 	<p>Supervision schedules would be adjusted to take account of an increase in colleagues per manager on the current establishment.</p>
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Outcome(s) of equality impact assessment:

- No major change needed •Adjust the policy/proposal •Adverse impact but continue
- Stop and remove the policy/proposal

Arrangements for future monitoring of equality impact of this proposal / policy / service:

Initial Review after 6 months of implementation. Monthly monitoring arrangements already exist for service delivery including by equality characteristic where relevant. These will be maintained and used to determine any attributable change or detriment experienced by the citizen and to mitigate as appropriate. Managers will feed back to Head of Service and a review will be held 6 months after implementation utilising the multi-agency Homelessness Strategy Implementation Group. Evaluation at end of year one.

Approved by (manager signature):

Gary Harvey

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Date sent to equality team for publishing:

25/07/2017

Send document or link to:

equalityanddiversityteam@nottinghamcity.gov.uk

Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:

1. Read the guidance and good practice EIA's
<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.