

Appendix 2

Equality Impact Assessment Form



Section 1 - What is the policy or activity trying to achieve?	
Describe the policy/strategy/procedure/function which is the subject of this impact assessment.	Waverley's Homelessness strategy 2023-2028
Name and telephone number of officer completing assessment	Michael Rivers 01482 523013
Date completed	31/10/23
What outcomes are wanted from this policy/activity, what are you trying to achieve?	
The Homeless strategy outlines the steps the Council will take (with the help of its statutory and voluntary partners) and its partners, to fulfil its statutory duty to prevent and relieve homelessness	
Who is affected by this policy/activity?	Primarily Households who are homeless or threatened with homelessness within 56 days and those who may become homeless in the future.
Who are the main people involved in this activity?	Housing Options Service
Is the responsibility for the proposed policy/activity shared with another department, authority or organisation? If so, what responsibility and with whom is it shared?	Primarily housing options service but other services in Waverley are also involved e.g. benefits, other Waverley housing services, private rented sector team, community safety, finance, children's services, adult social care, citizens advice, supported housing providers.
Section 2 - Information Gathering and Consulting Stakeholders	
Do you have any monitoring data available on the number of people (from protected characteristic groups) who are using or are potentially impacted upon by your policy/activity?	<p>Yes</p> <p>The Council submits detail homelessness data to the Government through Delta each quarter and this is collated by DLUHC and includes details in regard to household type, employment status, ethnicity, reasons/causes of homelessness and support needs. This data is captured in the Review and Strategy documents and have been shared with stakeholders.</p> <p>All Waverley residents have the potential to be impacted by this strategy. Evidence shows that people from certain protected characteristic groups are statistically more likely to be at risk of</p>

	homelessness e.g. women are much more likely to be victims of domestic abuse and at risk of homelessness as a result.
If monitoring has NOT been undertaken or information is not available, specify the arrangement you intend to make; if not please give a reason for your decision.	
What research or consultation has been undertaken to understand the impacts of the strategy/policy/procedure/project/function?	The Council has shared the draft strategy with statutory and voluntary partners and relevant staff. One example of consultation feedback is the need for continued regular training on domestic abuse given it is the third highest cause of homelessness. Another is for different services to liaise with each other more in order to better understand each other's pressures and remits and so customer expectations can be realistically set and joint working maximised.

Section 3 – Assess the Impact on Protected Characteristic Groups – if Louise was still here she would be asking why against each point, I don't know how they will be looked at now...

Sex				
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Women	x			Refuge accom for domestic abuse victims (men can be victims of domestic abuse but it remains that women are disproportionately affected).
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Men		x		
Gender Reassignment				
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Transgendered Men/Women	x			Additional self-contained refuge accommodation in Surrey better suited to meet needs of men and LGBTQ+ domestic abuse victims
Race - The categories used in the Race section are those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories.				
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Asian		x		
Black		x		
Mixed race		x		
White		x		
Chinese		x		

Gypsy, Roma, Traveller		x		
Other racial or ethnic groups - specify		x		
Disability - Long term health impairment could include, mental health problems, asthma, heart conditions, chronic fatigue etc.				
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Physical	x			People with disabilities are statistically less likely to maintain stable employment and as a result can be under increased threat of homelessness. Ongoing partnership meetings to discuss needs and safeguarding of vulnerable client groups.
Sensory	x			Ongoing partnership meetings to discuss needs and safeguarding of vulnerable client groups
Learning	x			Ongoing partnership meetings to discuss needs and safeguarding of vulnerable client groups
Long Term Health Impairment	x			Ongoing partnership meetings to discuss needs and safeguarding of vulnerable client groups
Mental health	x			Ongoing partnership meetings to discuss needs and safeguarding

				of vulnerable clients. Exploring options for increased accommodation provision.
Sexual orientation				
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Heterosexuals, lesbians, gay men and bisexuals	x			Additional self-contained refuge accommodation in Surrey better suited to meet needs of men and LGBTQ+ domestic abuse victims
Age				
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Older people		x		
Younger people and children	x			Whilst the Council has a duty to prevent homelessness for all household groups, the legislation places increased duties to provide emergency accommodation to certain groups, including households with dependent with children, care-leavers etc. Ongoing partnership meetings to discuss needs and safeguarding of vulnerable client groups.

Religion or belief – Faith or belief groups cover a wide range of groupings, the most common of which are Buddhists, Christians, Hindus, Jews, Muslims, and Sikhs. Consider faith or belief categories individually and collectively when considering positive and negative impacts.

Faith or belief groups	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
		x		

Pregnancy and Maternity

Pregnancy and Maternity	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
	x			Whilst the Council has a duty to prevent homelessness for all household groups, the legislation places increased duties to provide emergency accommodation to certain groups, including pregnant women.

Marriage and Civil Partnership

Marriage and Civil Partnership	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
		x		

Other groups

	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Carers		x		
Socio-economic disadvantage	x			Household support fund/Discretionary housing payments/housing support
Veterans?	x			The triage process for homelessness specifically asks questions in regard to serving in the armed forces.

If you have indicated there is a potential negative impact on any group, are these intentional and of a high impact?
Intended – i.e. can be justified in terms of legislation
 e.g. concessionary fares for over 60s Yes No

High Impact? – i.e. it is or may be discriminatory against some groups

Yes No

If there are no potential negatives impacts on any groups go to section 6

I think even though the strategy focuses on changes or improvements you can include what is standard here as strategies are about maintaining good practice as well.

Section 4 - Consider Alternatives or Changes

Change - Explain how policy/activity has changed/needs to change	Reasons for the Change
Strategy may need adjusting in the future if Government funding is reduced and other funding sources cannot be identified	Reduction in funding

Section 5 - Action Planning

Issue	Action required	Officer	Timescale	Resource implications	Comment

Section 6 Sign off	Name	Date
Name of Assessor:	Michael Rivers	31.10.23
Signed off by:		
Name of EHOS or Director	Andrew Smith	

Further guidance

If you need more advice and guidance, you may find the following sources useful:

- [Government Equality Office: Equality Act guidance](#)
- [Equality and Human Rights Commission; Public Sector Duty](#)
- [Equality and Human Rights Commission: *Protected Characteristics*](#)