

Carlisle City Council Equality Impact Assessment

Please use this form to record your findings, proposed actions, equality objectives and targets. Further guidance and support from the Policy and Performance Team are available. **Throughout, policy is used to mean policy, practice, service and / or function.**

Step 1 – About the policy you are assessing

Policy:	Service area:	Lead for impact assessment:	Other members of assessment team (if applicable):
Carlisle’s Homelessness Prevention & Rough Sleeping Strategy 2021-26	Homeless Prevention & Accommodation Services	Tammie Rhodes	

Step 2 – Defining the policy you are assessing and identifying the equality issues

Question
What are the main aims and objectives or purpose of the policy that you are assessing? Should be defined within the policy.

Answer

The **aim** of Carlisle's Homeless Prevention and Rough Sleeping Strategy 2021 - 2026 is to:

Work in partnership to deliver innovative and accessible services to; end rough sleeping, prevent and reduce homelessness, and support homeless households in finding affordable and sustainable housing solutions.

To achieve this, the Homeless Prevention and Rough Sleeping Strategy has been developed based on six strategic objectives:

Objective 1: Reduction of multiple exclusion homelessness and rough sleeping.

Objective 2: Prioritising early intervention and prevention of homelessness.

Objective 3: Promoting safeguarding and harm minimisation.

Objective 4: Increasing access to flexible move on accommodation and support options available for people experiencing homelessness.

Objective 5: Improve experiences and opportunities for young people and children experiencing homelessness.

Objective 6: Increase key partnerships to respond effectively to local emergency situations.

Question

Who implements, carries out or delivers the policy? State where this is more than one person, team, department, or body and include any outside organisations who deliver under procurement arrangements.

Answer

We have the overall responsibility for the Homeless Prevention and Rough Sleeping Strategy. As such the Executive and Health and Wellbeing Overview and Scrutiny members will receive an annual report in the summer of each year on the progress of actions. The first report will be delivered in 2022.

In order to keep this strategy agile, the progress report will account for all bids and successful funding, and any new legislation, with outlines on the impact on local services and any changes that are required to future action plans.

A new Homeless Prevention and Rough Sleeping Strategic board will be our main group that will oversee the delivery of the strategy and monitoring progress in achieving it; this will be a multi-agency board with representatives from key statutory bodies at a senior level.

In addition, task and finish subgroups will be established to support the priority objectives and ensure key actions are delivered. These subgroups will be made up of relevant operational staff from various statutory, third sector and community services, including from organisations that contribute to the day-to-day delivery of homeless services in the city.

Question

Who is affected by the policy or by how it is delivered? Name all stakeholders e.g. external / internal customers, groups and communities? Include the potential beneficiaries of the policy

Answer

- All key statutory agencies and others with an interest / involvement in working with people experiencing or at risk of homelessness
- Members of the public
- People in the district experiencing or at risk of homelessness and rough sleeping

Question

What [measurable] outcomes do you want to achieve, why and for whom? E.g. what do you want to be providing, how well, what changes or improvements What should the benefits be for customers, groups or communities?

Answer

Six priority areas identified:

Objective 1: Reduction of multiple exclusion homelessness and rough sleeping.

Objective 2: Prioritising early intervention and prevention of homelessness.

Objective 3: Promoting safeguarding and harm minimisation.

Objective 4: Increasing access to flexible move on accommodation and support options available for people experiencing homelessness.

Objective 5: Improve experiences and opportunities for young people and children experiencing homelessness.

Objective 6: Increase key partnerships to respond effectively to local emergency situations

Refer to action plan for specific details and performance measures.

Question

What existing or previous inspections of the policy, practice, service or function are there? E.g. Best Value Inspections, service reviews, research into the effects of the policy. What did they tell you?

Answer

The 2021-26 Strategy builds on the strengths and achievements of the previous strategy: National and local policy and guidance.

As part of the review process in line with best practice, we examined the last five years homelessness demographic data; correlating this with information from local social services as to the current and likely future members of social services client groups who are likely to be homeless or at risk of homelessness; for example young people in need, care leavers and those with community care needs.

Trend patterns, current and future demands were determined, including housing and support resources and availability; ensuring that the future strategic priorities set are based on realistic assumptions as to how they will be delivered in practice, and collectively owned by all stakeholders within the district. The main findings are outlined within the Strategy Review document.

Step 3 – Identifying potential equality issues and factors

Question
What do you already know about the impact, or potential impact, of the policy on equality or needs of local communities / groups? E.g. from research, feedback, consultation, performance monitoring
Answer
The strategic priorities have been determined through homeless and rough sleeping research, data review and consultation based on addressing and meeting the needs of those most at risk and most vulnerable within the district.
Question
Is there any evidence of differential impact, or trends of higher / lower take up under the policy for any particular groups? E.g. who uses the service, who doesn't and why not? Do we have quantitative / qualitative data?
Evidence
Trend data was scrutinised as part of the research and those most at risk have been prioritised within the key aims; refer to the Strategic Review document.
Gaps in knowledge
N/A
Question
Have there been any important demographic changes or trends locally? E.g. is the population changing, what might that mean for the policy? Have there been any legislative changes? Statistical data available on the intranet [seek assistance from policy & performance team if required].
Answer
No important demographic changes however the strategy has been written with an annual review structured so that it continues to meet local need and prevent homelessness effectively should there be any significant changes over the lifetime of the strategy (5 years)
Question
Is there an indication that the policy creates particular problems or difficulties for any groups of customers or communities i.e. differential impact and /or adverse impact?
Evidence

No		
Gaps in knowledge and who to consult with. Service level agreement may assist [more details from policy & performance team]		
Consultation with representatives from the Gypsy and Traveller community would be advantageous, however this has been commissioned on a countywide basis and is currently being undertaken to inform a separate needs assessment and policy; the findings will be incorporated into this strategy and inform future operational delivery around needs.		
Question		
Do any equality or diversity objectives already exist? If so, what are they and what is current performance?		
Answer		
EDI is a priority within this service area and underpins the work and approaches undertaken, governing operational service delivery and key performance and service standards in line with National guidance and the Law.		
Question		
Based on your answers above, how relevant is the policy to each equality category. If unsure, then assume relevance and proceed to data gathering / consultation. If certain there is no relevance, please say why and authorise. There is no need to continue		
Category	H M L relevance	Comments
Age	H	Homelessness can affect all households / individuals regardless of the categories however local research and trend data has shown that certain households / individuals are more at risk and are affected in differing ways; the strategy is underpinned and focused on addressing these.
Disability	H	
Ethnicity (race)	H	
Gender (sex)	H	
Religion or belief	H	
Sexual orientation	H	
None of above Signed: service head		

Step 4 – Collecting information and data and consulting on how the policy impacts on groups / communities

This is where we are building up a picture, considering peoples' experiences and feelings. Please think about:

- what information or data you will need
- consider quantitative and qualitative data
- make sure, where possible, there is information that allows all perspectives to be considered
- identify any gaps in the information / data and what it can tell you

When and how was it collected?	Source	What does it tell you - consider all six equality strands	Gaps in information – to inform future data gathering / consultation
Customer feedback / compliments / complaints	Homeless Prevention & Accommodation Services local data; corporate complaints	Generally good feedback is received on the services offered; where improvements have been suggested we have investigated the feasibility of making those changes and where possible implemented them	Future customer feedback panels to be arranged after the launch of the new strategy
Previous consultation / community involvement	Homeless Prevention & Accommodation Services	<p>Good levels of community involvement and responses to consultation through local interested parties.</p> <p>The strategic board / subgroups are multi-agency groups who have been involved in all aspects of the development of the strategic priorities and will be involved on an ongoing basis to ensure that the strategy objectives are owned and achievable</p>	<p>Future customer feedback panels to be arranged after the launch of the new strategy</p> <p>A 'local commitment' is to be developed with partners within the working group after the launch of the strategy and subgroups</p>

When and how was it collected?	Source	What does it tell you - consider all six equality strands	Gaps in information – to inform future data gathering / consultation
Performance information and base line measures	Homeless Prevention & Accommodation Services Shared info and intelligence from the interagency working group	As per strategic document review info findings	To inform ongoing operational development and delivery of future services
Take up and usage data	Homeless Prevention & Accommodation Services	Homeless data, throughput and performance data is monitored and reported on an ongoing quarterly basis; this info informs operational service delivery changes and priority setting	To inform ongoing operational development and delivery of future services
Comparative information -local / other	National and regional data	The homelessness review considered all local, regional and national intelligence, data, research and best practice	To continue an ongoing basis and incorporate within the annual review
Census, national or regional statistics	As above	As above	As above

When and how was it collected?	Source	What does it tell you - consider all six equality strands	Gaps in information – to inform future data gathering / consultation
Access audits / discoveries	Homeless Prevention & Accommodation Services	Performance data (H-clic) is monitored and reported on an ongoing quarterly basis; this info informs operational service delivery changes and priority setting. The homelessness review considered all local, regional and national intelligence, data, research and best practice	To continue an and incorporate within the annual review
User profile			
Monitoring / scrutiny arrangements / outcomes			

Step 5 –Analysing the information you have and setting equality objectives and targets

Please give your detailed findings in this table:

Policy:		
Findings – from screening / data / consultation	Which groups are affected and how	Whose needs are not being met and how?
Refer to Strategy / action plan	Refer to Strategy / action plan	Refer to Strategy / action plan

Objectives

Please give your proposed objectives/ targets in this table:

Equality objective / target – What?	Who, when, how? To be integrated within service planning
Refer to Strategy / action plan	Refer to Strategy / action plan