

Equality Impact Assessment: conversation screening tool

[Use this form to prompt an EIA conversation and capture the output between officers, stakeholders and interested groups. This completed form or a full EIA report will be published as part of the decision-making process]

Policy/Service under development/review:	Homelessness & Rough Sleeping Strategy
What changes are being made to the policy/service?	<p>Under the Homelessness Act 2002, all housing authorities must have in place a Homelessness Strategy based on a review of all forms of homelessness in their district and demonstrating how homelessness will be prevented and resolved. The Strategy must be renewed at least every 5 years.</p> <p>The Bournemouth, Christchurch and Poole (BCP) Homelessness Partnership have worked together to develop a draft Homelessness & Rough Sleeping Strategy which seeks to make homelessness everyone's business. This work aims to build on the priorities of the preceding legacy councils and create one single strategy. Currently there is a single BCP Council action plan which aligns the action plans of the preceding legacy councils.</p>
Service Unit:	Housing
Persons present in the conversation and their role/experience in the service:	<ul style="list-style-type: none"> • Fraser Nicholson – Homelessness Strategy Manager • Sophie Bradfield - Policy & Performance Officer • Graeme Smith - Policy & Performance Officer
Conversation dates:	23 rd February 2021
Do you know your current or potential client base? Who are the key stakeholders?	<ul style="list-style-type: none"> • YMCA, St Mungo's, BCHA, Pivotal • Housing providers / Landlords • Homelessness Reduction Board (Faithworks, Shelter, CCG, Probation, Public Health) • Support services- health, substance abuse and dependency, mental health • Partnership services involved in the Homelessness Partnership and related Forum • People who are homeless/ rough sleeping or at risk • General public • Community safety teams
Do different groups have different needs or experiences in relation to the policy/service?	<p>As part of formulation and background research it is known that some groups are at particular risk of homelessness, including but not limited to the LGBT+ community and the ethnic minority community. There have been early scoping meetings with groups such as Dorset Race Equality Council, Community Action Network and the LGB&T Dorset Equality Network regarding this area and ensuring minorities groups are given focus. This work will be developed through the strategy action plan, probably via a sub-group.</p>

	<p>Young people are particularly vulnerable, especially when they belong to the ethnic minority/LGBT+ community. This is being looked at with Children's services.</p> <p>Armed Forces- there can sometimes be a misperception around the numbers and proportion of people from the armed forces being more likely to become homeless, and rough sleeping, although it is certainly an issue for some. There are different options available for homeless veterans through the Armed Forces Covenant and associated services such as SAFFA. Generally, veterans will only open up and talk to people with similar experiences and the outreach service has links to the relevant support services to maximise enablement of this. There is a commitment in the strategy, and on the action plan re focus on veterans</p>
Will the policy or service change affect any of these service users?	Yes, further detail is included by protected characteristics below. This strategy will bring about beneficial outcomes with aims to prevent, reduce and stop homelessness and rough sleeping.
[If the answer to any of the questions above is 'don't know' then you need to gather more evidence and do a full EIA. The best way to do this is to use the Capturing Evidence form]	
What are the benefits or positive impacts of the policy/service change on current or potential service users?	<p>Age</p> <ul style="list-style-type: none"> • Fewer care leavers and other young people becoming homeless • Improved advocacy • Fewer care leavers and other young people in B&B/Temp accommodation and adult homeless services • Address rise in older people becoming homeless <p>Disability</p> <ul style="list-style-type: none"> • Better and quicker options for people with mobility challenges • Trauma training and similar will improve support staff's understanding of aspects such as Post Traumatic Stress and acquired brain injury <p>Sex</p> <ul style="list-style-type: none"> • Better accommodation and support for women leaving prison • Enhanced support for people who sex-work • Consider supported housing provision and need for female-only provision • Consider need for male provision for refuge from domestic abuse <p>Gender Reassignment</p> <ul style="list-style-type: none"> • Closer working with specialist organisations to preclude/minimise direct and indirect discrimination and unconscious bias as well as better understanding of specific needs. • Focused work as part of sub-group of Partnership Action Group <p>Marriage and Civil Partnership</p> <ul style="list-style-type: none"> • Better options for all couples, including in supported housing

	<p>Race</p> <ul style="list-style-type: none"> • Closer working with specialist organisations to preclude/minimise direct and indirect discrimination and unconscious bias as well as better understanding of specific needs. • Focused work as part of sub-group of Partnership Action Group <p>Religion or Belief</p> <ul style="list-style-type: none"> • Closer working with specialist organisations to preclude/minimise direct and indirect discrimination and unconscious bias as well as better understanding of specific needs. • Focused work as part of sub-group of Partnership Action Group <p>Sexual Orientation</p> <ul style="list-style-type: none"> • Closer working with specialist organisations to preclude/minimise direct and indirect discrimination and unconscious bias as well as better understanding of specific needs. • Focused work as part of sub-group of Partnership Action Group <p>Armed Forces</p> <ul style="list-style-type: none"> • Early advice and housing options for veterans- prevention <p>Carers</p> <ul style="list-style-type: none"> • Improved advocacy and support for carers • Prevention work will reduce distress for carers of individuals at risk of homelessness/rough sleeping <p>Human Rights</p> <ul style="list-style-type: none"> • Consideration of how to better help people with no recourse to public funds via a specific task and finish group involving community stakeholders
What are the negative impacts of the policy/service change on current or potential service users?	<p>Age</p> <ul style="list-style-type: none"> • Increase in online assistance may be disproportionately challenging to some older people who are not online or IT proficient, especially if at risk of homelessness for the first time.
Will the policy or service change affect employees?	Yes, this strategy will improve links with other services and the knowledge and experience of working with other services. This will be a central BCP strategy and new action plan bringing together the work of the legacy councils.
Will the policy or service change affect the wider community?	Yes, by preventing homelessness and ending repeat cases of homelessness. There will be benefits to people, services and less community issues. It should be very beneficial to the wider community as well as bringing value for money from the reduction of homelessness cycles and a better experience for everyone involved as it frees capacity to help more people.

<p>What mitigating actions are planned or already in place for those negatively affected by the policy/service change?</p>	<p>Where accessibility to online options was raised as an issue it's important to note there are other options available such as 1-2-1's and face-to-face support. Online options free up these services for those that might not have access or might need 1-2-1 support.</p>
<p>Summary of Equality Implications:</p>	<p>This strategy will improve links between services, increasing knowledge and experience of working with other services and aim to prevent homelessness and end repeat cases of homelessness and rough sleeping.</p> <p>Throughout the development of this strategy, the needs of service users and potential service users has been considered, reflecting on the protected characteristics and other vulnerabilities seeking to achieve positive outcomes for all.</p> <p>This strategy has been shaped with feedback from a range of voices. A 12-week consultation process engaged stakeholders and the general public. This included stakeholder presentations to a wider range of services and partners as well as ensuring input was sought and included from those with lived experience of homelessness and rough sleeping.</p> <p>As part of the formulation and background research it is known that some groups are at particular risk of homelessness, including but not limited to the LGBT+ community and the ethnic minority community. There have been early scoping meetings with groups such as Dorset Race Equality Council, Community Action Network and the LGB&T Dorset Equality Network regarding this area and ensuring minority groups are given focus. This work will be developed through the strategy action plan.</p> <p>Further to the finalisation of the strategy, stakeholder engagement will continue in the implementation and development of the associated action plan. Action groups will take ownership of actions from the action plan and break them down further. Stakeholders are committed to each action group which is helping to drive the work. At least one member of the homelessness reduction board will sit on each action group enabling the action groups to hold the strategy to account. Communication methods are being developed to create and engage with an action group for those with lived experience who can feed into the work of every group. These groups will ensure the needs of all are considered at every step of the implementation of this strategy.</p> <p>There will be benefits to people, staff, services and the wider community, bringing value for money from the reduction of homelessness cycles and a better experience for everyone involved, as more integrated and varied support services free-up capacity to help more people.</p>