



Equality Impact Assessment

Name of project/strategy/service being assessed	Homelessness, Rough Sleeper, Private Sector and Affordable Housing Strategy	Cabinet meeting date <i>If applicable</i>	February 2020
Service area	Housing and Environment	Date EIA created	December 2019
Name of Completing Officer	Brian Daly		
Approved by Head of Service	Nigel Dicker	Date approved	

Equality Impact Assessments (EIA’s) are designed to ensure that Wycombe District Council complies with all relevant legislation and fulfils its duty under the Public Sector Equality Duty (PSED). This comprises of three limbs which are set out in Section 149(1) of the Equality Act 2010. This requires that all public bodies, in the exercise of its functions, to have ‘**due regard**’ to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Each service area has an Equality Champion (see the Equalities tab on WySpace for an up to date list). Please ensure that the relevant Champion is aware that an EIA is being undertaken as, if needed, your Equality Champion can provide advice and guidance on completing the EIA.



WDC Equality Assessment form

people ● place ● pounds

Stage 1 – Initial Scope of the Equality Impact Assessment

Please answer the five questions below to determine whether a full EIA needs to be conducted.

Will the service/policy/strategy affect any people or groups of people directly (including staff/members of the public)?	Yes	X	No	
Will it affect how other services are provided?	Yes		No	X
Will it have employment implications?	Yes		No	X
Do you have information suggesting that this service/policy/strategy will affect particular groups of people?	Yes	X	No	
Do you need further information or to undertake further research to answer any of the above questions?	Yes		No	X

If the answer to any of the above is ‘yes’, then a full EIA will need to be carried out and Sections 2- 4 will need to be completed.

If the answer to all of the above is ‘no’ then a full EIA does not need to be carried out, but to ensure consistency in approach, the EIA will need to go through the Challenge Process. Please e-mail the EIA to Catherine Herries-Smith; Catherine.Herries-Smith@wycombe.gov.uk , Policy Officer at who will review and discuss as necessary. Then, if following the Challenge Process:

- a) it is agreed with the Policy Officer that no further stages need to be completed the Head of Service needs to approve the assessment and return a Word electronic copy to the Policy Officer for publication.

OR

- b) it is agreed with the Policy Officer that Stages 2 - 4 need to be completed, then the Head of Service will need to approve only once the full EIA is completed at which point a Word electronic copy should be returned to the Policy Officer for publication.



Stage 2 – Information Gathering/Data Collection

<p>What are the aims of the strategy/policy/procedure? Why is it necessary? What is it trying to achieve?</p>	<p>To prevent and relieve rough sleeping, and homelessness as well as the provision of long term accommodation that is safe, secure and affordable. The strategy also aims to enhance the quality of housing in the district to improve the health and well-being of residents.</p>
<p>Which aspects of the policy/strategy/procedure are relevant to equalities? NB A list of impacts is NOT required at this stage, just identify areas – can be a bullet point list.</p>	<p>Those affected by rough sleeping and homelessness are often the most vulnerable members of society defined by a number of protected characteristics including disability, age, sex and ethnicity.</p>
<p>Identify the main data sources/information gathered e.g. Workforce reports, census data, staff survey etc.</p>	<p>Main data sources have been taken from existing internal housing service information, the current Bucks Home Choice Policy, Homeless Reduction Act 2017, and national data sources.</p>
<p>How have you engaged with service users/members of the public/staff? e.g. staff forums, consultations, questionnaires etc.</p>	<p>All stakeholders have been consulted via the Council's housing forum and via the Wycombe District Council Website. Consultation finished on 30th September 2019.</p>
<p>Is the responsibility for this strategy/policy/procedure shared with another service/organisation/agency?</p>	<p>Indirectly only, as the Council has statutory duties in regard to homelessness, disabled facility grants and enforcement of housing standards. However, the Council works in partnership with a wide range of stakeholder agencies to achieve our aims.</p>
<p>Is further consultation/research or data collection planned or required? Is so, what is the aim of the research? Why is it needed?</p>	<p>No</p>



Stage 3 – Impact Assessment & Analysis

Areas to consider	Impact Identified Y/N	Description of impact and likelihood of occurrence (positive, negative, no impact; high/medium/low likelihood)
<p>Protected Characteristics (i.e. age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion & belief, sex and sexual orientation)</p>	<p>Y</p>	<p>Occurrence High, Impact Low.</p> <p><u>Age</u> – Low- people of all ages are affected by homelessness, rough sleeping and a need for safe, affordable homes</p> <p><u>Disability</u>- High Impact- disabled facility grants are provided to those who require adaptations to existing homes (subject to a formal assessment) Rough sleepers are more likely to have mental health or substance misuse issues. The strategy aims to ensure the continued provision of DFG’s and to positively improve the health and well-being of residents.</p> <p>Ethnicity- Low</p> <p><u>Gender Reassignment</u>- No Impact</p> <p><u>Sex</u>- No impact currently anticipated, however in general woman are more likely to become statutory homeless whilst men are more likely become street homeless. This strategy aims to prevent and relieve all forms of homelessness.</p> <p><u>Maternity & pregnancy</u>- No impact currently anticipated, however this will be kept under review.</p> <p><u>Marriage & civil partnership</u>- no impact currently anticipated but will be kept under review</p> <p><u>Race</u>- no impact currently anticipated but will be kept under review</p>



WDC Equality Assessment form

people ● place ● pounds

		<p><u>Religion and belief (including no belief)</u> - no impact currently anticipated but will be kept under review</p> <p><u>Sexual Orientation</u>- no impact currently anticipated but will remain under review.</p>
<p>Other relevant groups (e.g. low income, ex-armed forces personnel, homeless people etc.)</p>		<p>Homeless Households & Rough Sleepers are more likely to be from low income families will be affected however the strategy is designed to prevent homelessness and rough sleeping, as well as to ensure the provision of suitable, affordable accommodation. Therefore the impact is deemed to be positive.</p>

NB. Please note that when considering impacts in relation to marriage & civil partnership - the duty is solely to ensure that there is no unlawful discrimination against this protected characteristic.



Stage 4 - Equalities Improvement Plan

Protected Characteristic/Other relevant groups	Impact Identified Y/N	Measures identified to reduce/mitigate impact (Also include all positive actions included in your proposals)	Review date	Review update/ monitoring comments	Officer/Service Responsible
Disability	Y	Positive Action to improve access to accommodation and/or adapt/improve existing homes for those with health and mobility needs. Disabled facility grants are provided to those who require adaptations to existing homes (subject to a formal assessment)	Dec 2020		Housing Service Manager
Sex		Support to single men who fall into the trap of homelessness	Dec 2020		Housing Service Manager

Area of Consideration	How are/will we work to: (Also include all positive actions included in your proposals)	Review date	Review update/ monitoring comments	Officer/Service Responsible
Advance equality of opportunity	The strategy is designed to provide greater opportunities for housing to those vulnerable members of the community who fall prey to rough sleeping and often include those with protected characteristics. The policy will be	TBC Post implementation		Housing Service Manager



WDC Equality Assessment form

people ● place ● pounds

	reviewed internally to monitor the improvement for those affected including those with protected characteristics.			
Promote good relations between groups (including community cohesion)	By supporting opportunities for rough sleepers for shelter and housing they will feel more integrated into mainstream society.	TBC post implementation		Housing Service Manager

NB. Please note that when considering impacts in relation to marriage & civil partnership - the duty is solely to ensure that there is no unlawful discrimination against this protected characteristic.