

Equality Impact Assessment (EIA) Form - PUBLIC

NAME OF COUNCIL	Staffordshire Moorlands District Council
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This assessment will be public and published on the council website. Please ensure that any group who has been consulted to provide the information within this form has been given sufficient feedback. Information within this assessment should provide the equality implications in any relevant report and be available for members prior to any decisions in relation to the content of this assessment.

SECTION 1: Initial Screening

Name of policy ¹ or function ² being assessed	Policy / Function Status		
Homelessness and Rough Sleeping Strategy 2023- 2027	New	Revised	Existing
Responsible Service Area	Date Form Completed		
Housing Services	6.2.2023		
Lead Officer for this Assessment	Contact Number		
Housing Strategy Technical Officer	07717 516321		

Is there likely to be an impact on:

	Yes	No	Possibly
the availability, eligibility, quality or cost of a service to individuals, households, communities or specific groups of people			Y
the quality of life of individuals, households, communities or specific groups of people			Y
the opportunities for individuals, households, communities or specific groups of people to improve their lives in some specific way			Y

If yes/possibly to any of the above questions then please complete section 2.

If No to all the above questions, please provide a brief explanation of why no further consideration is required with regard to the Council's equality duties.

SECTION 2:

2.1: Identifying the aims of the policy or function

Summarise: the main aims, objectives and/or purpose and scope of the policy, practice, service or function.
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This is a homelessness review and update of the Homelessness and Rough Sleeping Strategy. The Homelessness and Rough Sleeping Strategy 2023-8 aims to achieve a partnership approach to preventing and addressing homelessness and ending rough sleeping.

Who is/are the intended customer or beneficiary of this policy or function?
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The strategy affects residents, households who may be threatened with or experience homelessness. Housing providers including Registered Providers of housing, supported accommodation providers and private landlords. Also statutory agencies, community groups and organisations with an interest in housing and homelessness in the district.

2.2: Evidence of Impact

What evidence or data is being used to inform the Council's understanding of the impact of the decision about this policy or function on equality target groups? (Please list and note where the evidence/data is held.)

Note: Evidence from consultation/engagement is particularly powerful. Please refer to the guidance available on the intranet.

Homelessness Review 2022

Consultation will be undertaken with the approval of Service Delivery Overview & Scrutiny Panel.

Are there gaps/weaknesses in the available evidence/data which limit our understanding of the impact?

Yes/No	Detail:

If yes: How significant are these gaps?

Not Significant – can proceed to decision		Justification:
Significant but can proceed to decision		Justification & action to be taken:
Significant and requires further investigation prior to a decision being made.		Summarise the plan of action:

2.3: Assessment of impact

Taking into account all the evidence available to you indicate where you think that the policy/function could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage. Potential discrimination may be direct - i.e. treating someone less favourably because of certain attributes of who they are or indirect i.e. when the proposed practice, policy or procedure may have the effect of disadvantaging people who share certain protected characteristics. Indicate where you think the policy/function could have an intended or unintended **positive impact** on any of the groups to promoting diversity and equality. Where the policy/function is not relevant to a particular group or has no potential impact indicate as neutral. Please give reasons for each outcome:

Protected Groups	Negative Impact	Positive Impact	Neutral Impact	Explain impact & state what action can be taken (either to mitigate negative impacts or enhance positive impacts) .
People of a particular age such as children, young people, older people		Y		<p>Early intervention and increased focus on single homeless and hidden homeless is likely to improve access to services for younger adults. Support for single homeless, those aged under 35 years impacted by benefit restriction, is for instance available through the Single Persons Housing Project.</p> <p>Reducing digital exclusion will have a positive impact on older persons who require access to services and may be more likely to require support to access on-line services than people of working age</p> <p>The impact of a whole system and partnership approach to homelessness, particularly with regards to building resilience, is likely to have a positive impact on the wellbeing of dependents such as children.</p>
People with disabilities including physical disabilities, sensory impairments, limiting long-term illnesses, learning disabilities or mental health difficulties		Y		<p>More than half the households who approach the Council for help to prevent or relieve homelessness have one or more support need, including mental health.</p> <p>Staff development will include a greater understanding of mental health and trauma informed psychological approaches, interviewing and listening skills.</p> <p>An action exists to 'understand the baseline health position of the homeless population by undertaking Homeless Link's Health Needs Audit.'</p> <p>Another action is to 'Undertake a needs assessment of housing related supported accommodation'</p>
Racial / minority ethnic groups?			Y	
Women or men including those living in particular communities			Y	

Pregnant women or people on maternity or paternity leave or breastfeeding mothers.			Y	
A person's marital status including civil partnership			Y	
People with a particular sexual orientation			Y	
People with particular religion or belief			Y	
Trans people or people planning to or going through gender reassignment			Y	

If there is potential for significant negative impacts on groups with protected characteristics which either cannot be mitigated or where there is uncertainty about the efficacy of measures, consideration should be given to consultation/engagement (or specific consultation and engagement) with those groups of people who may/will be impacted. Please refer to the separate guidance. If further consultation takes place then the Assessment of Impact above (2.3) should be revised taking into account any additional evidence.

Is further information or consultation required to complete this assessment? Yes/No

If an adverse negative impact has been identified that cannot be fully mitigated, can it be justified on grounds of promoting equality of opportunity for one group or for any other reason? i.e. is it a proportionate response to achieve a legitimate and justified aim. Please explain.

- *Consider is the response proportionate/balanced*
- *Seek legal advice to cross check*
- *Refer to guidance to support your answer*

2.4 Conclusion

Signed (lead officer): _____

Date: _____