

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Service: Community Housing Services

Directorate: Adults and Community Housing Services

Title of Proposal: Haringey's Homelessness Strategy 2012-2014

Lead Officer (author of the proposal): Cleo Andronikou

Names of other Officers involved: Rosie Green

Step 1 - Identify the aims of the policy, service or function

State what effects the proposal is intended to achieve and who will benefit from it.

Proposal

The Homeless Act 2002 places a duty on local authorities to carry out a review of homelessness in their area and based on this review publish a strategy to prevent and tackle homelessness. This is Haringey's third Homelessness Strategy and as with the previous documents it has been developed with key stakeholders and partners.

At the time of developing the previous strategy, there were significant issues and problems surrounding homelessness in Haringey and how they could be tackled. Haringey Council alone cannot and should not be the only organisation to address these. It requires a range of solutions, some of which our partners are best placed to deliver.

As there were so many issues for the previous Homelessness Strategy to address, a decision was taken for certain areas to be dealt with separately in order for them to fully investigated and researched, and appropriate actions to be developed and implemented. These areas were Move-on; Rough Sleepers; Overcrowding and Under occupation. Work continues on the delivery of these strategies.

For this Homelessness Strategy, we know from the data identified in Step 2 below, that there are certain groups such as Black or Black British who are over represented in our homeless data. We also know that there are geographical areas (mainly to the east) in the borough where homelessness is more prominent. This reflects and is a result of the socio economic position of these communities. We aim to provide services to mitigate the

impact of homelessness within the areas where there is over representation of identified equalities groups.

Services will not necessarily be provided just for over represented groups but rather for all who live in such communities. This will ensure fair access, and broader improvement for all those people affected by homelessness. There may be some specific actions for say younger people, who will be solely affected by some of the forthcoming welfare benefit changes.

There are five overarching priorities for this strategy:

1. Preventing homelessness and sustaining tenancies
2. Working in partnership
3. Mitigating the negative impacts of the welfare reforms
4. Increasing the availability of affordable housing
5. Improving the life chances of homeless people

The delivery plan will be developed to be to ensure the correct actions are agreed to achieve the above priorities. The strategy and delivery plan will be reviewed annually to ensure it is fulfilling our requirements and also captures forthcoming government legislation that may impact on homelessness in the borough.

Step 2 - Consideration of available data, research and information

You should gather all relevant quantitative and qualitative data that will help you assess whether at presently, there are differential outcomes for the different equalities target groups – diverse ethnic groups, women, men, older people, young people, disabled people, gay men, lesbians and transgender people and faith groups. Identify where there are gaps in data and say how you plug these gaps.

In order to establish whether a group is experiencing disproportionate effects, you should relate the data for each group to its population size. The 2001 Haringey Census data has an equalities profile of the borough and will help you to make comparisons against population sizes.
http://harinet.haringey.gov.uk/index/news_and_events/fact_file/statistics/census_statistics.htm

2 a) Using data from equalities monitoring, recent surveys, research, consultation etc. are there group(s) in the community who:

- *are significantly under/over represented in the use of the service, when compared to their population size?*
- *have raised concerns about access to services or quality of services?*
- *appear to be receiving differential outcomes in comparison to other groups?*

b) What factors (barriers) might account for this under/over representation?

Background

Haringey's Review of Housing Need, was completed to inform the development of the Homelessness Strategy. To complete the Review, information from the Housing Register¹ (which was recently updated) and data from homeless applications accepted by the Council, was analysed to establish the profile of people who have asked for help with housing and the reason why. This however was not looked at in isolation. The raft of welfare reforms have also been considered, and basic modelling done to establish which households are likely to be worse off and require support. The strategy delivery plans aims to mitigate the negative impacts wherever possible.

Homelessness Applications

Haringey Council accepted 494 households as homeless in 2010/11. Analysis of these cases shows that in 2010/2011 more than a third of applicants became homeless as a result of being asked to leave by parents, family or friends. This is an 8 per cent reduction on the previous year. A significant proportion (17per cent) of people became homeless because their private rented tenancy had been brought to an end. In 75 per cent of these cases, landlords ended the tenancy without using grounds relating to a breach of tenancy.

The remaining reasons were proportionately similar as the previous year with three exceptions. Last year saw a 6 per cent increase in the number of people who were accepted following successful Home Office or Asylum applications². There was also a significant reduction in rent arrears cases and increase in the 'Loss of tenancy' category, however this is due to a correction in the way we report end of tenancy information on cases. A year on year comparison for this category is therefore misleading. A full list of all of the reasons why people lost their accommodation is provided below.

Reason for loss of accommodation – Homeless Applicants	2009/10 %	2010/11 %
Asked to leave - Parents	22	19
Asked to Leave - Other relatives or friends	19	15
Relationship b/down partner- non violent	2	1
Violence	4	4
Harassment	0	0
Mortgage arrears	0	1
Rent arrears	23	4
Loss of rented or tied accommodation	1	19
End of Home Office or asylum support	5	11
Left an institution or LA care	8	7
Other (emergency, sleeping rough or in hostel, returned from abroad)	16	19
Total applicant households	100	100

¹ Haringey's Housing Register reflects the level of housing need in Haringey as it contains applications from residents that have asked for help with housing. This includes social housing tenants who are overcrowded or need to move for some other reason and all of the people who have applied and have been accepted as homeless and are currently in temporary accommodation.

² Accommodation and subsistence is provided until Asylum is granted

Of the 7 per cent of applicants who left an institution 46 per cent left prison or where on remand, 34 per cent left hospital and 17 per cent left Local Authority Care.

An analysis of the reasons why people lost their last home against each equalities group has not been undertaken and will be included in the action plan.

Housing Benefit Changes

The reforms affect housing benefit limits. Since April 2011 instead of using the median rent to set housing benefit levels (which would generally mean that 5 in 10 properties in the private sector would be affordable to those on housing benefit) the local housing allowance rates have been based on the 30th percentile – meaning that only 3 in 10 properties are generally affordable to people on housing benefit. The local housing allowance is now also capped at the following maximum weekly rent levels:-

£250 – One bedroom property (whether shared or self contained)

£290 – two bedroom property

£340 – three bedroom property

£400 – four bedroom property

The maximum housing benefit payable is at the 4 bedroom rate, leaving households in need of larger accommodation to make up the difference in rent. Many households in more expensive areas across London will be forced to migrate outwards, and will in turn place greater pressure on local services.

Single housing benefit claimants also stand to be disadvantaged by the reforms. The age at which single claimants become entitled to the 1 bedroom rate (self contained) will rise from 25 to 35 in January 2012. Analysis of Housing benefit data showed that 846 claimants would be affected with 88% losing over £50 per week. Claimants in receipt of severe disability premium, live in supported accommodation or social housing, have lived in a hostel for at least 3 months and have received support for resettlement/rehabilitation into the community, are under 22 and have been in care, are MAPPA clients, are exempt from this restriction.

In April 2011, non-dependant deductions increased for the first time in ten years and will increase annually until 2014, deductions will then be included as part of the annual up-rating of benefits, while this is unlikely to have a significant effect on the levels of homelessness, where non-dependants do not make up the shortfall, claimants will be worse off.

Universal Credit

The Welfare Reform Bill proposes (along with other reforms) to bring together a number of existing benefits (including housing benefit) under a 'universal credit' which will be capped at £500 per week. Internal analysis

based on current Broad Market Rental Area rates and personal allowances, shows, dependant on the property size that non-working households³ in Haringey with 3 or more children will see a shortfall of between £49 and £112 per week. Families with 4 children will have a £114 to £238 shortfall and those with 5 or more children will have a £240 to almost £500 weekly shortfall.

It is clear that certain groups will be affected by the welfare reforms, and work is going on to ensure that concerns are raised and understood by elected members.

Based on the information available groups of people who are likely to particularly affected are:

- Families with children
- Single vulnerable people
- People who are on Housing Benefit
- People in receipt of other welfare benefits
- People between 25-35 on Housing Benefit who currently live on their own

Housing register and Homeless Applicants

Ethnicity

Applicants of Black origin are over represented both as homeless applicants accepted by the Council and as applicants on the Council's Housing Register. In both cases this group represented around 40% of all cases, compared with 16% of the general population in Haringey. This is not unique to Haringey. 34% of homeless applicants across London are of Black origin.

The ethnic group identified as 'other' is also over represented among Haringey applicants. This may be due to newer European migrant communities self identifying in this category rather than in the expected 'white other' group.

The chart below provides the breakdown of Housing register applicants by group , compared with all haringey residents.

	Housing Register 2011 ⁴	Mid Year Population Estimates (Haringey) 2009
White	38.3%	66%
Black or Black British	40.0%	16%
Asian or Asian British	6.3%	10%
Mixed	3.1%	4%
Other	8.9%	4%
No response	3.0%	
Total	100%	100%

³ excluding recipients of DLA and War Widows Pension

⁴ Includes TA residents

A housing study which was completed in 2010, mapped the major communities in the North London sub-region. This study identified that Black African and Black Caribbean communities were concentrated in the east of Haringey, in wards which we know to be among the most deprived areas in England and where instances of overcrowding are highest.

Haringey is attractive to new migrant communities. The number of migrant workers in Haringey is amongst the highest nationally. Office for national statistics and DWP data shows that in 2009/10 and 2010/11 Haringey ranked 8th highest in the country for the allocation of new national insurance numbers to adult overseas nationals. The top 20 countries of those registered include 5 of the 8 countries formerly referred to as accession countries⁵.

We also know that across the UK in 2010, 2% of applicants to local authorities came from the Czech Republic, Estonia, Latvia, Lithuania, Slovenia, Slovakia, Poland and Hungary. Of these applicants 57% were Polish.

Haringey's approach to developing and delivering strategies ensures that in particular, voluntary, faith and community sector organisations are involved with the development of services and provides a direct line to promoting access to services and sharing information on new initiatives as and when they arise.

Sexual Orientation

Historically, monitoring data in relation to sexual orientation has not provided an accurate picture of sexuality among housing applicants. Despite the updating of information on the Council's Housing Register this year (through a re-registration exercise), this information has not improved, with only 8% of responses being given and 1.5% "preferring not to say". .

SEXUALITY	Housing Register TOTAL	%
Bi-sexual	2	0.02%
Gay	3	0.03%
Heterosexual/straight	559	6.42%
Lesbian	1	0.01%
Prefer to not to say	129	1.48%
Unknown	8019	92.03%
Total:	8713	

The picture of residents in TA is also unclear with 96% recorded as unknown.

This situation is common in local authorities and not specific to Haringey.

While there are no firm national figures, Stonewall agrees a reasonable broad population estimate of homosexuality in the UK is roughly between 5-7%.

⁵ 8 countries that joined the EU on 1st May 2004 which include Czech Republic, Estonia, Latvia, Lithuania, Slovenia, Slovakia, Poland and Hungary)

It is important to recognise the causes of homelessness and broader issues faced by men and women who are lesbian, gay, bisexual or transgender in relation to housing.

Research by the University of Brighton (2006)⁶ provides several examples of how a person's sexual identity or transgender identity was either directly or indirectly implicated in the initial cause of homelessness. Some young people were evicted from the family home following intolerance by family members; others chose to leave because they presumed their parents would have a negative reaction if they did know about the young person's sexual identity. Examples of violence and abuse within the home as well as homophobic bullying and assaults at school were provided and contributed to decisions to leave home.

Research by Crisis (2005)⁷ also highlights that homeless people often experience complex and multiple health needs and social needs, amplified by substance use (and misuse) as well as physical and mental health problems. The enormity of these problems may make issues related to sexuality and sexual health difficult to see.

We will attempt to address the lack of data in this area through a review of how we collect equalities data.

Disability

There appears to be significant under reporting of Disability as in 94% of cases of the Housing Register this has been recorded as "unknown". A disability was recorded in 3% of cases. As housing register applicants complete their application on-line, applicants may not be self identifying, despite having a disability. We need to explore this issue and ensure that guidance for completing on-line applications is clear.

DISABILITY	Housing Register Applicants TOTAL	%
N	264	3.03%
Unknown	8177	93.86%
Y	271	3.11%
Total:	8712	

When looking at the profile of homeless households however, we are able to identify that in 2010/11, 17% of all applicants that were accepted as homeless had some physical or mental disability, compared with 15% of the population in Haringey.

It is clear through the holistic approach used by Community Housing Services to assess need, that there are challenges in securing and sustaining suitable accommodation where physical and mental disability exist. Households with new physical disabilities may require relocation if

⁶ Out on my own: Understanding the Experiences and Needs of Homeless Lesbian, Gay, Bisexual and Transgender Youth: Mark Cull, Hazel Platzer, Sue Balloch

⁷ Sexuality and Homelessness: Brenda Roche

housed in accommodation that is unsuitable for adaptation. Existing conditions may worsen, leading to new arising housing needs. Undiagnosed mental illness or relapse may lead to crisis which could without support lead to homelessness.

Faith

Given the high proportion of cases (95% on the Housing register and 99% in TA) where housing applicants' faith is not recorded, there is no clear picture of the faith of service users. This is also the case for residents of temporary accommodation with 98% of cases not having any data recorded. No comparison with borough data is possible as a result.

Housing Register 2011		
RELIGION	TOTAL	%
Buddhist	7	0.08%
Christian	215	2.47%
Greek Orthodox	3	0.03%
Hindu	1	0.01%
Jewish	1	0.01%
Muslim	105	1.21%
No Religion	46	0.53%
No Response	6	0.07%
Not Recorded	8295	95.20%
Other	2	0.02%
Prefer not to say	18	0.21%
Rastafarian	3	0.03%
Refused	11	0.13%
Total:	8713	

Although the data has not provided a definitive picture of the representation of housing applicants across different faiths, and there is no evidence to suggest that faith affects the services accessed. It is however, important to recognise that larger families will be the most affected by the welfare reforms as they currently stand, both in terms of universal credit caps and through the limiting of the amount of housing benefit payable on larger properties (only up to a maximum of the 4 bedroom rate will be paid).

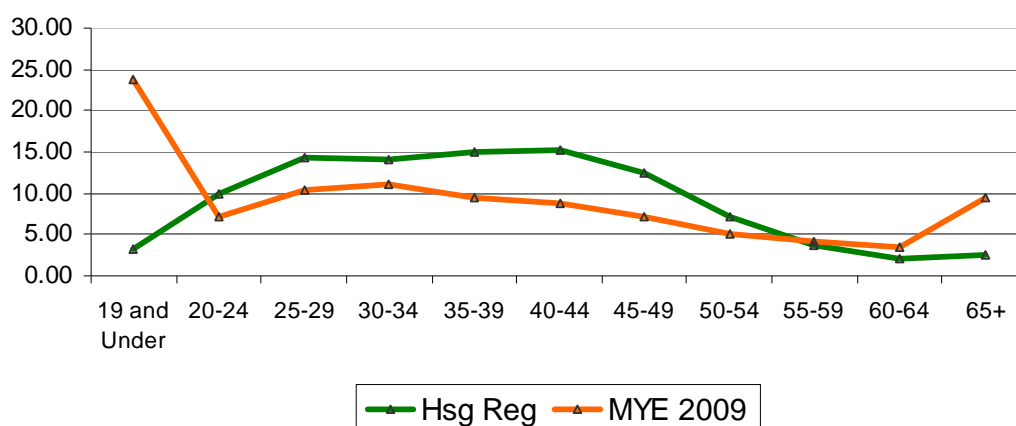
As faith can be a determinant with larger families, some faiths (such as Orthodox Jews) may be over represented in the future.

As previously stated we will review the way we collect data to improve the information we have in this area to ensure that we can monitor any groups disproportionately effected.

Age

Older people tend to be under-represented on the Housing Register. This is also the case with Homeless applicants. Applicants aged between 20 and 54 are over represented to some degree compared with the population estimates. Under 35's making up 41.5 % of all applicants.

Age of Applicants, Haringey's Housing Register 2011



Closer analysis is needed of the ages of applicants against the reasons for homelessness and this will be included in the strategy delivery plan, however given the significant proportion of people that have lost their private tenancy through no fault of their own we can surmise that the economic situation of households presenting as homeless prevents them being able to access alternative accommodation without seeking help.

Research by Joseph Rowntree Foundation (2008) estimated that 1 out of 100 young people in the UK aged 16-24 experience some sort of homelessness annually.

Nationally, 39% of homelessness acceptances had main applicants aged 16-24. In 2010/11 34% of homeless applicants accepted by Haringey Council were 16-24 years old.

The Chart below shows the proportion per age range of Housing Register Applicants and Temporary Accommodation (TA) Residents compared to Haringey's population.

Age	Housing Register applicants %	TA Residents 2011 %	Mid Year Population Estimates (Haringey) 2009 %
19 and Under	3.12	3.89	23.81
20-24	9.99	9.87%	7.05
25-29	14.31	14.84%	10.33
30-34	14.08	14.75%	11.04
35-39	15.05	16.62%	9.45
40-44	15.30	16.72%	8.82
45-49	12.53	12.29%	7.23
50-54	7.15	6.21%	5.19
55-59	3.70	2.52%	4.12
60-64	2.12	1.08%	3.55
65+	2.65	1.21%	9.40
Total:	100.00	100.00	100.00

Young people leaving care and those coming from overcrowded and unsettled family homes are particularly vulnerable to becoming homeless.

Repeat homelessness is also a risk if the young person has not been provided with the knowledge and support to sustain a tenancy.

In early 2012, an increase in the age limit for housing benefit entitlement on one bedroom accommodation will result in people under 35 having to reassess where they can afford to live. Previously anyone over 25 was entitled to housing benefit on one bedroom accommodation. The change may result in the under 35's being more highly represented in the future.

Gender

In 2010/11 Female applicants were over represented among both Housing Register applicants (63%) and accepted homeless applicants (62%), compared with 50% of the general population. 43% of accepted homelessness applicants were lone female parents and 7% lone male parents, compared with 13.6% of all Haringey's residents.

Single females accounted for 19 % and males accounted for 20 % of all accepted homeless applications in 2010/11, 3 % higher compared with the profile of all Haringey residents.

More than half of female applicants have dependant children (69%) and more female applicants, than male, applied as homeless because they lived in overcrowded conditions. 34% of all applicants were also asked to leave by family or friends. This could lead to conjecture that the birth of a child or having children may cause difficulties within households that contain several generations, making already overcrowded conditions worse. It is also likely that the lack of financial resources is a barrier to securing alternative housing. Child care responsibilities may limit earning potential, the ability to access training or secure employment, leaving households with very little leeway to save for a deposit or secure appropriate alternative accommodation. Domestic violence featured in 5% of cases in 2010/11 (4% were in priority need because of domestic violence and 1% homeless for this reason⁸).

Between October 2010 and September 2011 25% of single male applicants were made homeless because they were asked to leave family or friends accommodation (25%). There is a similar picture among all applicants. However a significant proportion (16%), were homeless following discharge from hospital and 13% following a successful Asylum application⁹. Single males, homeless following discharge from prison, leaving care and eviction from the private rented sector each accounted for 7% of accepted applicants. Almost half (48%) had mental or physical health issues. 27% were vulnerable for some other reason and 21% were

⁸ Priority need is recorded as Domestic Violence when no other priority need exists

⁹ Accommodation provided by the National Asylum Support Service ended when asylum was granted

either 16 or 17 years old (10%) when they applied or had formerly been in care (11%).

This information demonstrates that to prevent homelessness, good links with partner agencies are essential to ensure residents have a planned exit from services and are able to access appropriate short term supported accommodation. These issues are addressed in the Rough sleepers and the Move-on strategies.

Deprivation across all groups

The index of multiple deprivation identifies Haringey as the 4th most deprived borough out of 326 local authorities in England. The wider barriers identified as factors which determine barriers to housing are:-

- Household overcrowding – the proportion of households within an Lower Super Output Area which are judged to have insufficient space to meet the households needs
- Difficulty to access owner-occupation – proportion of households aged under 35 whose income means they are unable to afford to enter owner occupation.
- Homelessness – the rate of acceptances for housing assistance under the homelessness provision of the 1996 Housing Act.

The level of deprivation in the borough exacerbates the issues people face when seeking to sustain and secure suitable housing across all protected groups. Welfare reforms, including the change of the Local Housing Allowance to the 30th percentile mean that fewer private sector rented housing will be affordable. In general affordable housing options and social housing are and will continue to be in short supply.

Haringey's Homelessness Strategy focuses on delivering actions with our partners that prevent homelessness, either through intervention or services designed to promote independence through sustainable housing options.

Step 3 - Assessment of Impact

Using the information you have gathered and analysed in step 2, you should assess whether and how the proposal you are putting forward will affect existing barriers and what actions you will take to address any potential negative effects.

3 a) How will your proposal affect existing barriers? (Please tick below as appropriate)

Protected Group	Increase barriers	Reduce barriers	No change
Age		x	
Disability		x	
Gender Reassignment			X – unclear
Pregnancy & maternity		x	
Race		x	
Religion & Belief			X - unclear
Sex		x	
Sexual Orientation			X - unclear

Comment

The Homelessness Delivery Plan has a series of actions which are designed to prevent or alleviate homelessness. The implementation of the Strategy will be through a multi-agency Homelessness forum which will ensure that information and services are accessible to all parts of the community.

Because we do not know the level of representation for three groups (Faith, Sexual Orientation and Gender Reassignment) further work is needed confirm what barriers may present and will be included in the strategy delivery plan.

3 b) What specific actions are you proposing in order to respond to the existing barriers and imbalances you have identified in Step 2?

Specific actions will be detailed in the delivery plan of the strategy and have been summarised in step 8 on this EqIA

3 c) If there are barriers that cannot be removed, what groups will be most affected and what Positive Actions are you proposing in order to reduce the adverse impact on those groups?

Positive actions are included in the strategy delivery plan to identify unknown barriers and tackle those already identified.

Step 4 - Consult on the proposal

Consultation is an essential part of impact assessment. If there has been recent consultation which has highlighted the issues you have identified in Steps 2 and 3, use it to inform your assessment. If there has been no consultation relating to the issues, then you may have to carry out consultation to assist your assessment.

Make sure you reach all those who are likely to be affected by the proposal, ensuring that you cover all the equalities strands. Do not forget to give feedback to the people you have consulted, stating how you have responded to the issues and concerns they have raised.

4 a) Who have you consulted on your proposal and what were the main issues and concerns from the consultation?

The draft homelessness strategy evolved through discussions at regular meetings of the Multi-agency Strategy Steering group. The draft strategy for consultation was then approved by the Integrated Housing Board. Public consultation ran from 1 August to 31 October 2011 and included a half day consultation event. Three consultation sessions, which included service users, also took place.

There was overwhelming support for the priorities contained within the draft strategy. Most of the detailed feedback related to suggested action which could help deliver the priorities and reworking that could define the points made in the strategy. It was agreed that a holistic approach to preventing homelessness through early intervention and tenancy sustainment and increasing the availability of affordable housing were the most important of the priorities. Full details of the consultation can be found in the consultation report.

4 b) How, in your proposal have you responded to the issues and concerns from consultation?

Amendments have been made to the draft strategy, and actions included (section 1.11) in the delivery plan.

4 c) How have you informed the public and the people you consulted about the results of the consultation and what actions you are proposing in order to address the concerns raised?

A consultation report will be produced and placed on Haringey's website.

Step 5 - Addressing Training

The issues you have identified during the assessment and consultation may be new to you or your staff, which means you will need to raise awareness of them among your staff, which may even training. You should identify those issues and plan how and when you will raise them with your staff.

Do you envisage the need to train staff or raise awareness of the issues arising from any aspects of your proposal and as a result of the impact assessment, and if so, what plans have you made?

It is not envisaged that any staff training is required as a result of the impact assessment.

Step 6 - Monitoring Arrangements

If the proposal is adopted there is a legal duty to monitor and publish its actual effects on people. Monitoring should cover all the six equality strands. The purpose of equalities monitoring is to see how the policy is working in practice and to identify if and where it is producing disproportionate adverse effects and to take steps to address the effects. You should use the Council's equal opportunities monitoring form which can be downloaded from Harinet. Generally, equalities monitoring data should be gathered, analysed and report quarterly, in the first instance to your DMT and then to the Equalities Team.

What arrangements do you have or will put in place to monitor, report, publish and disseminate information on how your proposal is working and whether or not it is producing the intended equalities outcomes?

- *Who will be responsible for monitoring?*

A new Homelessness Forum will be responsible for monitoring the progress of the strategy, which will be facilitated by a lead officer in Community Housing Services.

- *What indicators and targets will be used to monitor and evaluate the effectiveness of the policy/service/function and its equalities impact?*

The targets set out in the strategy delivery plan will be used to monitor the work on the Strategy. Equalities data is also included in quarterly Government statistical returns.

- *Are there monitoring procedures already in place which will generate this information?*

Systems are in place to provide Government statistical returns. The framework for monitoring the strategy will be agreed and set up by the Homelessness Forum.

- *Where will this information be reported and how often?*

The Homelessness Forum will produce a quarterly progress report, which will be available to DMT and the Equalities Lead. An annual report will also be produced for Cabinet.

Step 7 - Summarise impacts identified

In the table below, summarise for each diversity strand the impacts you have identified in your assessment

Age	Disability	Ethnicity	Gender	Religion or Belief	Sexual Orientation
<p>Young people Living in overcrowded households and leaving care.</p> <p>U35's Affected by HB changes and will need to re assess where they can afford to live.</p>	<p>Physical Health New disability or existing conditions worsening leading to new arising need.</p> <p>Mental Health Undiagnosed conditions or relapse may lead to crisis which without support could result in homelessness.</p>	<p>Black communities Communities concentrated in the most deprived parts of the borough.</p> <p>Migrant workers Volume of migrant workers indicates a possible increase in representation in the future.</p>	<p>Female Lone female applicants with young children are likely to find access to training and employment a challenge.</p> <p>Male Single males are more likely to experience mental or physical health problems. The top 3 reasons for homelessness include; being asked to leave family or friends accommodation, discharge from hospital or end of NASS assistance.</p>	<p>Faith could be a determinant with large families.</p> <p>Under current proposals for universal credit, large families will have the biggest shortfall in benefits.</p>	<p>LGBT The complexity of the issues faced by homeless people may make issues related to sexuality or sexual health difficult to see.</p>

Step 8 - Summarise the actions to be implemented

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead person	Timescale	Resource implications
Under reporting of Disability on Housing Register Applications	Review Guidance and ensure it provides clear information on completing disability questions	Tbc ¹⁰	Tbc	Within current resources
Ensure targeted services (Hub) are being accessed by over represented groups	Ensure equalities data is collected and reported quarterly	tbc	tbc	Within current resources
Under reporting of Faith and sexuality	Review how equalities data is collected with a view to improving responses.	Tbc	Tbc	Within current resources
Analysis of loss of last home for each equalities group is needed	Complete analysis quarterly	tbc	tbc	Within current resources
Over representation of young people	Awareness raising through schools programme and to be provided with support and tools to sustain a tenancy, through Homelessness Strategy key actions: 1.2, 1.3,1.7,4.5	Tbc	tbc	Within current resources

¹⁰ A half day workshop with key partners has been arranged for 25 January where the lead person and timescales across all actions will be agreed

Over representation of Under 35's	Targeted advice and support to be made available through Homelessness Strategy key actions: 3.1,3.2,3.3	Tbc	tbc	Within current resources
Physical health Issues	Application of Haringey's Allocations policy which prioritises those unsuitably housed. Section 14 – Housing Needs Bands	Tbc	tbc	Within current resources
Mental Health issues	Expansion of Vulnerable Tenants panel and review of housing related support commissioning to take place. Through Homelessness Strategy key actions: 1.6,1.8,5.6	Tbc	tbc	Within current resources
Over representation of black communities	Work in partnership with all key stakeholders including voluntary and community sectors to deliver joined up approach and link employment, training and education, deliver overcrowding initiatives and prevent homelessness through Homelessness	Tbc	tbc	Within current resources

	Strategy key actions:1.4,1.5,2.1,3.2,3.2,5.5			
Possible future increase in migrant worker applicants	Work with community groups to deliver strategy and raise awareness of homelessness prevention services through Homelessness Strategy key actions: 1.11,2.1	Tbc	tbc	Within current resources
Over representation of lone female parents	Work with health visitor to prevent homelessness and link to employment, education and training through Homelessness Strategy key actions: 1.10,5.2,5.3,5.5	Tbc	tbc	Within current resources
Over representation of single men with physical and mental health issues, homelessness following discharge from hospital and NASS	Improved links with NHS, minimise disruption of accommodation moves by ensuring appropriate floating support or continuation of care in the community through Homelessness Strategy key actions:1.6 and 5.8 and Move on Strategy Delivery Plan key action: 2.2,2.4,2.5	Tbc	tbc	Within current resources

Some Faiths/communities with larger families effected to a greater extent by welfare reforms.	Monitoring to be improved. Targeted advice and support to be made available, through homelessness strategy key actions: 3.1,3.2,5.2,5.3,5.5	Tbc	tbc	Within current resources
LGBT monitoring to be improved	Ensure that disclosure and monitoring is dealt with sensitively and that it is clear that this is driven by desire to address need and interests of homeless people.	Tbc	tbc	Within current resources

Step 9 - Publication and sign off

There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but also to make the whole process and its outcome transparent and have a wider community ownership. You should summarise the results of the assessment and intended actions and publish them. You should consider in what formats you will publish in order to ensure that you reach all sections of the community.

When and where do you intend to publish the results of your assessment, and in what formats?

Results will be published with the Cabinet report. If required it will be produced in a larger format and/or community languages

Assessed by (Author of the proposal):

Name: Cleo Andronikou

Designation: Homelessness Strategy Implementation Officer

Signature:

Date: 19.01.12

Quality checked by (Equality Team):

Name: Arleen Brown

Designation: Senior Policy Officer

Signature: *A. J. Brown*

Date: 19th January 2012

Sign off by Directorate Management Team:

Name:

Designation:

Signature:

Date: