

Title	Draft Homelessness Strategy EQIA				
Version	22	Date	16.02.2018	Author	LW

## **EQUALITY IMPACT ASSESSMENT**

The **Equality Act 2010** places a '**General Duty**' on all public bodies to have '**due regard**' to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

### **Stage 1 – Screening**

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

### **Stage 2 – Full Equality Impact Assessment**

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

**When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.**

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

#### **1. Responsibility for the Equality Impact Assessment**

<b>Name of proposal</b>	Homelessness Strategy Approval
<b>Service area</b>	Housing & Growth
<b>Officer completing assessment</b>	Helena Stephenson/Laura Wilson
<b>Equalities/ HR Advisor</b>	Ashley Hibben
<b>Cabinet meeting date (if applicable)</b>	16 <sup>th</sup> January 2018
<b>Director/Assistant Director</b>	Lyn Garner / Dan Hawthorn

#### **2. Summary of the proposal**

*Please outline in no more than 3 paragraphs*

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

## **Proposal**

In accordance with the Homelessness Act 2002, all local authorities have a duty to have and implement a homelessness strategy. The period covered by Haringey's most recently adopted homelessness strategy ended in 2014. A draft strategy covering 2017-22 was consulted on but never formally adopted having been subject to review in light of the Homelessness Reduction Act, significant welfare reform (including the overall benefit cap) and the rollout of Universal Credit.

We propose to have an updated version of the published draft of the homelessness strategy in order to comply with our statutory duties. It will continue to cover the period 2017-22, complementing the council's overarching Housing Strategy. In addition to this, after consultation with key partners, the decision has been taken to have a complimentary, but standalone, Rough Sleeping Strategy to focus specifically on those more vulnerable to sleeping rough.

The main objectives for the proposed Homelessness Strategy are as follows:

- 1) Providing strategic leadership and building collaborative partnerships
- 2) Making prevention everyone's responsibility
- 3) Commissioning more effectively to better meet local need
- 4) Delivering in and with our community
- 5) Homelessness: through early intervention, proactive prevention and strong partnership working we will reduce the financial, economic and human cost of homelessness
- 6) Rough Sleeping: we will deliver an ongoing reduction in rough sleeping and address the multiple harms it brings to individuals and communities

The three key priorities proposed are as follows:

- 1) Intervening earlier to prevent homelessness
- 2) Increasing the supply of accommodation available
- 3) Meeting the needs of those already in Temporary Accommodation

## **Context**

Haringey ranks second only to Newham in having the highest rates of recorded homelessness in the country, with 1 in 29 either sleeping rough or residing in temporary accommodation. 3,049 households are currently in temporary accommodation (TA) and of the approximate 10,000 residents in TA, half are children. There is substantial evidence to show that unstable housing reduces the quality of life for those subject to such conditions. Rough sleepers, for instance, have a significantly reduced life expectancy of 43 years for a woman and 47 years for a man. Homelessness also poses a substantial financial challenge to Haringey, with nightly paid accommodation, the most expensive accommodation used, costing £4,000 per unit per year.

In accordance with Priority 5 of the current Corporate Plan, the Homelessness and

Rough Sleeping Strategies aim to address these issues, detailing Haringey's priorities, key actions to be taken and expected outcomes.

### Key Stakeholders/Demographics

The demographics of those impacted will reflect the type of households who seek assistance for housing, are currently homeless and are vulnerable to becoming homeless who are as follows:

- Black households who, statistically, make up the vast majority of households in temporary accommodation
- Lone parent households, most commonly headed by women
- Women, who statistically make up the vast majority of individuals who approach the homelessness service for support
- Young people who identify as LGBTQ
- Those with mental health needs

### 3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

*Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these*

*This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.*

Protected group	Service users	Staff
Sex	<p>P1E Homelessness data  <a href="https://www.gov.uk/government/collections/homelessness-statistics">https://www.gov.uk/government/collections/homelessness-statistics</a></p> <p>St Mungo's  <a href="http://rebuildingshatteredlives.org/theme/housing-and-homelessness-services-for-women-with-complex-needs/">http://rebuildingshatteredlives.org/theme/housing-and-homelessness-services-for-women-with-complex-needs/</a></p> <p>London Assembly  <a href="https://www.london.gov.uk/sites/default/files/london_assembly_hidden_homelessness_report.pdf">https://www.london.gov.uk/sites/default/files/london_assembly_hidden_homelessness_report.pdf</a></p> <p>Internal data from homelessness and temporary accommodation</p>	The new strategies will have no impact on Haringey Council employees (unless they are residents of the borough and also homeless or likely to become homeless and thus included below).
Gender Reassignment	<p>Joint Strategic Needs Assessment (JSNA)  <a href="http://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment-">http://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment-</a></p>	

	<a href="#">jsna</a>	
Age	<p>P1E Homelessness data  <a href="https://www.gov.uk/government/collections/homelessness-statistics">https://www.gov.uk/government/collections/homelessness-statistics</a></p> <p>Internal data from homelessness and temporary accommodation</p>	
Disability	As above	
Race & Ethnicity	<p>As above</p> <p>Census data:  <a href="https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?opt=3&amp;theme=&amp;subgrp=">https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?opt=3&amp;theme=&amp;subgrp=</a></p> <p>GLA latest population projections (ethnicity at the bottom):  <a href="https://data.london.gov.uk/dataset/projections">https://data.london.gov.uk/dataset/projections</a></p> <p>Combined Homeless Information Network  <a href="https://data.london.gov.uk/dataset/chain-reports">https://data.london.gov.uk/dataset/chain-reports</a></p>	
Sexual Orientation	<p>Joint Strategic Needs Assessment (JSNA)  <a href="http://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment-jsna">http://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment-jsna</a></p> <p>EqIA Profile on Harinet</p> <p>Albert Kennedy Trust: "LGBT Youth Homelessness"  <a href="http://www.akt.org.uk/webtop/modules/_repository/documents/AlbertKennedy_researchreport_FINALinteractive.pdf">http://www.akt.org.uk/webtop/modules/_repository/documents/AlbertKennedy_researchreport_FINALinteractive.pdf</a></p>	
Religion or Belief (or No Belief)	<p>Joint Strategic Needs Assessment (JSNA)  <a href="http://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment-jsna">http://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment-jsna</a></p> <p>EqIA Profile on Harinet</p>	
Pregnancy & Maternity	<p>Internal data from homelessness and temporary accommodation</p> <p>EqIA Profile on Harinet</p> <p>P1E Homelessness data  <a href="https://www.gov.uk/government/collections/homelessness-statistics">https://www.gov.uk/government/collections/homelessness-statistics</a></p>	
Marriage and Civil Partnership	Internal data from homelessness and temporary accommodation	

**Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the**

**impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?**

*Explain how you will overcome this within the proposal.*

*Further information on how to do data analysis can be found in the guidance.*

### **Users who will benefit from the proposed changes**

The proposed strategy will benefit those who are vulnerable to homelessness and/or those who are currently homeless. This will be achieved by providing clear, strategic direction and specific actions to the council and partners to prevent and resolve homelessness. Through this, residents will be enabled and empowered to hold Haringey and partners to account and given the support they need to prevent themselves from becoming homeless or improve their experience and options if already homeless.

Although not having the strategy in place would not be enough to hinder the commitments made coming to fruition, it would stop the council meeting its statutory duty. In addition, without both being in place we would fail to have a clear strategic vision for the council and our partners to meet the challenges that cause homelessness and improve the lives of those that currently are. The absence of this strategy would also hinder residents and others being able to hold us to account. Having it in place will provide legitimacy for commissioning, service management and expenditure decisions to be undertaken during their lifetime.

There are particular groups who we can infer are more vulnerable to/likely to be homeless that the data below outlines.

### **Sex, pregnancy & maternity**

Data shows that women are disproportionately likely to approach homelessness services for support. The table below outlines that a female applicant headed 73% of homeless acceptances, with a large proportion being lone single parents. In addition, a small proportion of those who approached housing services did so as result of domestic violence issues. However, the numbers are not as comprehensive as they could be with only the primary reason for approach currently recorded.

With the Homelessness Strategy targeting prevention at those vulnerable to becoming homeless and supporting those that currently are we can infer women will disproportionately, but positively, benefit from the commitments made in the strategy due to making up such a large proportion of homeless applicants. There are a few key commitments which demonstrate how women, specifically, will be positively impacted:

- Employment, education and training support – including access to affordable childcare
- Training for staff so they are able to better support residents who are victims of domestic violence alongside a range of flexible domestic violence services
- Targeted support for families who might otherwise be deemed 'intentionally homeless' thus enabling them to move into the PRS
- DAHA (Domestic Abuse Household Alliance) and NPSS (National Practitioner Support Service) accreditation for HfH
- Promotion of reciprocal schemes for people forced to flee their social tenancies

due to violence or risk issues

- Extend Housing First options for more complex individuals who will not manage in more traditional supported housing settings, such as women with complex needs

Gender	Current households in TA (31 July 2018)	Accepted households in Q2 of 2017/18
Female	2301 (75%)	77 (73%)
Male	769 (25%)	28 (27%)

Reason for approach	13/14	14/15	15/16	16/17
Loss of PRS tenancy	349	270	362	370
DV / other viol	13	13	12	9
Asked to leave by fam / friend	212	156	165	184
Other	188	218	64	120

Homeless acceptances - reason for PN*	13/14	14/15	15/16	16/17
Age 16-17	12	2	0	0
1 dep child	287	297	275	312
2 dep child	184	159	147	149
3 dep child	139	106	117	129
4+ dep child	0	0	0	0
Pregnant	4	0	0	9
Vulnerable MH	30	25	4	15
Vulnerable PH	30	20	16	44
Other	76	48	44	25

\*Priority Need

In regards to rough sleeping, there is evidence that suggests the triggers and experiences of female rough sleepers tend to be distinct from those of men. Although fewer in number, comprising around 11% of rough sleepers in London, they face particular barriers to accessing support and have a significantly reduced life expectancy of 43 years, 4 years shorter than that of a rough sleeping man. We know that many women avoid rough sleeping by sofa surfing, staying in abusive relationships or living in squats, crack houses and brothels. A higher proportion of women than men will have also had specific traumatic experiences that led to their homelessness such as domestic abuse and perhaps having their children taken into care. Consequently, women who are sleeping rough often have higher and more complex needs than men, including mental and physical health issues, substance use issues, offending histories and involvement in prostitution.

The Homelessness Strategy makes a commitment to undertaking a review of our Single Homelessness Pathway to ensure that the provision is fit for purpose and appropriate for

the needs of vulnerable people, including rough sleepers. This will include reviewing availability of Haringey's current Assessment Centre, 24-hour supported provision, women-only services and other options such as Housing First to ensure the needs of people with severe and multiple disadvantages are met.

With this in mind, it is clear the Homelessness Strategy will disproportionately, but positively, benefit women as they are more vulnerable when rough sleeping and represent the majority of Haringey's homeless households.

### **Sexual Orientation**

LGBTQ+ people comprise up to 24% of the young homeless population nationally though Haringey does not collect this data. Sexual orientation data specific to Haringey is not available but nationally, 69% of LGBT homeless young people have experienced familial rejection, abuse and violence. With the Homelessness Strategy set to improve the lives of those who are in temporary accommodation those vulnerable to homelessness and rough sleeping, it will inevitably have a positive impact on the young LGBTQ+ community.

The Homelessness Strategy make clear commitments which will benefit those in the LGBTQ+ community who are more vulnerable to homelessness and rough sleeping, they are as follows:

- The creation of a single person's hub
- To undertake a strategic review of single homeless pathway and floating support provision, to ensure sufficient provision
- To develop a Supported Housing pathway for vulnerable single people and young parents

The Homelessness Strategy also makes an additional commitment to provide a family mediation service, which will prove beneficial to young people who identify as LGBTQ+ who, as evidence suggests, are likely to face familiar rejection, abuse or violence.

### **Age**

The table below outlines a disproportionate number of 25-59 year olds in temporary accommodation. In addition, as mentioned previously, of the 10,000 people in temporary accommodation, 5,000 are children. With the Homelessness Strategy making a number of clear commitments to improve life for those in temporary accommodation, those below the age of 18 and aged between 25 and 59 will disproportionately, but positively, benefit from the implementation of the Homelessness Strategy. Examples of such commitments are as follows:

- Set up TA 'Experts by Experience' panel to co-produce development of options for current TA cohorts
- Targeted help for households in TA to build resilience – e.g. employment coaching, financial and debt management advice, benefits maximisation
- Review allocation scheme and associated policies (e.g. TA placement policy) to ensure fit for purpose
- Each household in TA will have their own personalised 'move on plan' which sets out the specific options available to them and actions they can take to increase



their options

- Those who wish to move out of borough / London or explore remaining in the area of their existing TA to be offered handholding support to lay down roots and establish themselves in the community
- Explore options for increasing the supply of accommodation for people aged under 35 who are only entitled to the shared room rate
- Enable Employment, Education & Training support, including access to affordable childcare

Age	Current households in TA (31 July 2018)	Accepted households in Q2 of 2017/18
16-24	198 (6%)	16 (15%)
25-44	2047 (67%)	64 (61%)
45-59	750 (24%)	23 (22%)
60-64	40 (1%)	2 ( 2%)
65 or over	35 (1%)	<i>none</i>

Young people who identify as LGBTQ+ are likely to disproportionately, but positively, benefit from the implementation of this strategy as outlined previously.

### **Disability/Mental Health**

There is only data on disability in homelessness applications if it is the applicant's priority need. In 2015/16, 3% of accepted households had a physical impairment as their priority need and 2 cases had a mental health issue or learning disability as their priority need. These rates are relatively low compared to the general population as there are Disability and Mental Health Pathways which help these households into suitable housing so that they do not need to make homelessness applications.

Primary need	Number	%
Mental health	191	25
Offending	191	25
Physical health	116	15
Unrecorded	51	7
Mental health DTOC*	48	6
Vulnerable homeless	43	6
Young person	41	5
Alcohol	27	4
Complex / multiple	27	4
Substance use	26	3
Learning disability	2	0.02
Total	763	100%

Looking at supported housing more specifically, the table above demonstrates there is a substantial amount of those with mental health needs accessing the homelessness



pathway. Adults who are vulnerable due to mental health conditions are more likely to become homeless, come into contact with the criminal justice system and have unplanned hospital admissions where discharge is delayed. In 2016/17, 31% of people accessing our Single Homeless pathway were identified as having a primary mental health need and 25% have an offending background.

We know that for many single vulnerable people, their primary or presenting need may be just one of a complex and overlapping set of circumstances that together, combine to increase their vulnerability. The data we hold on these overlapping needs and on outcomes for people accessing our single homeless pathway are currently not robust enough, so improving our data collection procedures and systems for measuring outcomes will be a priority activity over the life of this strategy if implemented.

In regards to rough sleepers in the borough more specifically, their support needs have been consistently high over the past few years. In 2016/17, 79% of the 87 rough sleepers assessed identified having support needs around one or more of alcohol, drugs and mental health.

Alcohol:	Drugs:	Mental health:	Other:
49%	43%	48%	21%

With the above in mind, the Homelessness Strategy makes a number of commitments to those who may be vulnerable as a result of mental health needs, some of which are as follows:

- Supported Housing pathway for vulnerable single people and young parents
- Street outreach service for rough sleepers
- Single person's hub
- Signposting to mental health, substance use and other health and wellbeing support
- Training for housing staff on Mental Health First Aid, Making Every Contact Count and other issues that may push a vulnerable person towards a crisis
- Develop 5-year commissioning plan for 'single homeless' supported housing

## **Race & ethnicity**

### **Homelessness Strategy**

There is evidence to suggest in the east of the borough, where the average income is generally lower; there is a high concentration of Haringey's black residents. Therefore, with it being known that those on a lower income are more likely to be vulnerable to homelessness, it is reasonable to infer that those who identify as black are more vulnerable to being homeless and therefore will be disproportionately but positively impacted by the implementation of the Homelessness Strategy.

Ward	Population (GLA Projection 2017)	Medium income	% of the ward population who are black
Northumberland Park	16,611	£25,090	40.3%
White Hart Lane	13,903	£27,010	28.3%
Tottenham Hale	18,511	£27,340	32.7%
Tottenham Green	16,769	£28,920	28.8%

Bruce Grove	15,490	£30,340	31.9%
Noel Park	15,443	£30,620	19.8%
West Green	14,540	£31,110	23.8%
Woodside	16,025	£32,010	16.9%
St Ann's	17,751	£32,460	20.2%
Seven Sisters	15,945	£33,500	21.2%
Bounds Green	15,118	£34,550	17.2%
Harringay	14,681	£37,150	11.8%
Hornsey	13,442	£40,260	13.2%
Stroud Green	12,761	£44,780	11.3%
Fortis Green	13,915	£49,950	4.8%
Alexandra	12,758	£51,450	5.5%
Crouch End	13,632	£52,070	4.3%
Highgate	12,864	£53,710	4.5%
Muswell Hill	12,218	£53,910	4.6%

In addition, as with 44% of households in temporary accommodation identifying as black, as evidenced in the table below, it is clear a strategy which improves the lives of those living in temporary accommodation and vulnerable to homelessness will be of benefit to this group. These commitments have been outlined previously. The strategy also makes a specific commitment to work closely with local BAME community centres to help prevent homelessness. Therefore, the Homelessness Strategy's commitments to prevent homelessness and improve the lives of those where this has not been possible will disproportionately, but positively, benefit black residents.

<b>Ethnicity</b>	<b>Current households in TA (31 July 2018)</b>	<b>Accepted households in Q2 of 2017/18</b>
Asian	235 (8%)	4 (4%)
Black	1336 (44%)	46 (44%)
Chinese or other	260 (8%)	11 (10%)
Mixed	128 (4%)	3 (3%)
White	1017 (33%)	31 (30%)
Refused or unknown	94 (3%)	10 (10%)

### **Religion**

The council does not hold data on the religion of its tenants or resident leaseholders, but the borough profile by religion is as follows;

<b>Religion in Haringey</b>	<b>Percentage</b>
Christian	45.0%
Buddhist	1.1%
Hindu	1.8%
Jewish	3.0%
Muslim	14.2%
Sikh	0.3%
Other religion	0.5%
No religion	25.2%
Not stated	8.9%

There is no sufficient evidence to suggest that one particular religion will be disproportionately affected by the adoption of the Homelessness Strategy. All homelessness services are allocated based on the need and therefore it is reasonable to infer that no religion will be disproportionately impacted by the implementation of the strategies.

#### **4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?**

*Please outline which groups you may target and how you will have targeted them*

Further information on consultation is contained within accompanying EqIA guidance

##### **Residents**

All residents were given the opportunity to participate in a formal consultation on the Homelessness Strategy prior to its review, alongside three other key policies to meet housing need from 14 November 2016 – 29 January 2017. All residents were consulted as, we are aware that homelessness, in its most extreme form, has a clear impact on the occupation and use of public space, which affects all residents.

Residents were given the opportunity to feedback on the following questions in relation to the Homelessness Strategy:

- **Question 2a:** Do you think that the extent and cause of homelessness in the borough have been correctly assessed in the plan?
- **Question 4a:** Do you think the plan has accurately assessed the impact of homelessness demand, for example, the amount of temporary accommodation required and the support homeless households need in moving on to a settled home?
- **Question 5a:** Do you think the plan correctly analyses rough sleeping in the borough and included actions which will reduce it?
- **Question 6a:** Does the plan include the right priorities?
- **Question 7a:** Does the plan include the right actions to deliver out priorities?

##### **Partners & Providers – Homelessness Forum**

The Homelessness Strategy was created in partnership with the Homelessness Forum, including setting out the strategic vision, overarching principles, and priorities in November 2015. Since this initial meeting, the Homelessness Forum and the Core Group have been actively involved in developing the strategy. The Forum also featured workshops on the strategy before, during and after the formal consultation period from 14 November 2016 – 29 January 2017.

The decision was taken to consult with the forum as, as a council, we will expect our partner to deliver much of what the strategy outlines. Therefore, it is imperative they are aligned with the strategy's overarching principles, objectives and strategic vision. It was also important to consult with our partners to ensure that the strategy meets the needs of residents currently homeless and vulnerable to being so and had tangible and achievable

aims and objectives.

The most recent forum event on 16<sup>th</sup> October 2017 was attended by 16 council officers, 4 representatives from Homes for Haringey, 15 representatives from a multitude of housing providers and 18 individuals from a range of third sector organisations operating in the borough.

In addition to this, the council held a consultation event at our Voluntary & Community Sector Forum on 9<sup>th</sup> October 2017. 31 representatives from the local Voluntary & Community Sector attended the event. Attendees participated in a workshop that examined the key themes presented in the draft strategy and sought their views on what opportunities for the Voluntary & Community Sector arose from this, how housing services and the VCS could work better together to prevent or relieve homelessness and specifically, what role individual organisations could play in the delivery of the objectives outlined.

**4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics**

*Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?*

Question	Agree	Disagree
<b>Question 2a:</b> Do you think that the extent and cause of homelessness in the borough have been correctly assessed in the plan?	57%	43%
<b>Question 4a:</b> Do you think the plan has accurately assessed the impact of homelessness demand, for example, the amount of	58%	42%

**Residents**

All residents were given the opportunity to participate in a formal consultation on the Homelessness Strategy prior to its review, alongside three other key policies to meet housing need from 14 November 2016 – 29 January 2017. The response was broadly positive, and residents voted in favour of the strategy and its priorities. The table below outlines the results. A total of 328 residents responded to the consultation.

temporary accommodation required and the support homeless households need in moving on to a settled home?		
<b>Question 5a:</b> Do you think the plan correctly analyses rough sleeping in the borough and included actions which will reduce it?	64%	37%
<b>Question 6a:</b> Does the plan include the right priorities?	66%	34%
<b>Question 7a:</b> Does the plan include the right actions to deliver out priorities?	71%	29%

As the majority felt the Homelessness Strategy had accurately assessed the causes and impacts of homelessness with the correct priorities in place, no major changes were made because of this public consultation.

## Partners

As outlined previously, the Homelessness Strategy was created in partnership with the Homelessness Forum, including setting out the strategic vision, overarching principles, and priorities in November 2015. Since this initial meeting, the Homelessness Forum and the Core Group have been actively involved in developing the strategy. The Forum also featured workshops on the strategy before, during and after the formal consultation period 14 November 2016 – 29 January 2017.

In these meetings, the Forum was in support of the proposals, and actively contributed to, and amended, the Homelessness Action Plan which was included in the consultation. Key changes that were made as a result of this consultation are as follows:

1. **Separate rough sleeper strategy** – the group felt it important we highlighted the differing challenges facing those who are currently, and vulnerable to, rough sleeping vs. those that typically present to homelessness services. We have responded to these concerns and gone forward with their suggestion to have a separate rough sleeper strategy
2. **Exploration of hidden homelessness** – some commented on the rising significance of those who are deemed to be ‘hidden homeless’ and that there was little mention of this in the strategy. As a result, we have committed to understanding our service users’ journeys more in order to identify those who could become the hidden homeless at the earliest stage possible
3. **Focused on using more accessible language** – some felt the language used need to be simplified in order for it to be accessible. Parts of the strategy were rewritten in order to accommodate this
4. **Focus on providing better information about housing supply and demand, and housing training for providers and residents** – many felt they were unable to give the best quality housing advice due to being unclear on housing legislation and procedures within Haringey Council. We have responded to this in the strategy by making a commitment to provide better quality information on housing needs issues and offer training to Haringey Council staff, partners and providers

All of these recommendations appear in the Homelessness Strategy.

Following the formal consultation, on 9 February 2017, the Oversight and Scrutiny Committee reviewed the Homelessness Strategy against its Social Inclusion Report, and was satisfied with the strategy.

## 5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

*Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.*

Further information on assessing impact on different groups is contained within accompanying EqlA guidance

### Summary of section 3

**1. Sex** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	<input checked="" type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral impact	<input type="checkbox"/>	Unknown Impact	<input type="checkbox"/>
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### Homelessness Strategy

It is reasonable to infer that women are more vulnerable to becoming homeless, with 75% of those in temporary accommodation being female and a small proportion approaching services due to domestic violence. With the Homelessness Strategy outlining commitments to work with different groups to prevent homelessness and help improve life for those in temporary accommodation, we can infer women will disproportionately, but positively, benefit from the commitments made in the strategy due to making up such a large proportion of homeless applicants.

Female rough sleepers face particular barriers to accessing support and have a significantly reduced life expectancy of 43 years, 4 years shorter than that of a rough sleeping man. We know that many women avoid rough sleeping by sofa surfing, staying in abusive relationships or living in squats, crack houses and brothels. A higher proportion of women than men will have also had specific traumatic experiences that led to their homelessness such as domestic abuse and perhaps having their children taken into care. Consequently, women who are sleeping rough often have more complex needs than men, including mental and physical health issues, substance use issues, offending histories and involvement in prostitution.

The Homelessness Strategy makes a commitment to undertaking a review of our Single Homelessness to ensure that the provision is fit for purpose and appropriate for the needs of vulnerable people, including rough sleepers. This will include reviewing availability of Haringey's current Assessment Centre, 24-hour supported provision, women-only services and other options such as Housing First to ensure the needs of people with severe and multiple disadvantages are met.

**2. Gender reassignment** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact		Unknown Impact	x
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We do not hold data on gender reassignment so cannot assess this. However, it is likely that the homelessness strategy will have a neutral impact.

**3. Age** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	x	Negative		Neutral impact		Unknown Impact	
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### Homelessness Strategy

Since 65% of those currently residing in temporary accommodation are aged 25-44 this should have a positive impact on this group as we can infer they are more likely to be vulnerable to homelessness. With approximately 50% of the 10,000 individuals living in temporary accommodation being children, and there being clear commitments to support families and improve the lives and prospects of those living in temporary accommodation, the Homelessness Strategy will have a positive impact on those 18 years and younger.

Evidence shows that rough sleepers suffer poor health outcomes at a disproportionately early age. A woman sleeping on the streets has a life expectancy of 43 years and a man 47 years; lower than even the most poverty-stricken and war-torn countries in the world. Between 2010 and 2016 in London alone, an average of one person a fortnight died while rough sleeping, or within a year of rough sleeping. The Homelessness Strategy addresses these inequalities therefore will have a positive impact on the life expectancy of rough sleepers.

**4. Disability** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	x	Negative		Neutral impact		Unknown Impact	
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In 2016/17, 31% of people accessing our Single Homeless pathway were identified as having a primary mental health need and 25% have an offending background. In addition, 48% of rough sleepers had a mental health need and was the primary reason for sleeping rough. With the commitments outlined previously, it clear the Homelessness Strategy will have a disproportionate but positive impact on those with a mental health need who may be vulnerable to or currently homeless.

**5. Race and ethnicity** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	x	Negative		Neutral impact		Unknown Impact	
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There are a higher percentage of black tenants in council housing, social housing and on the housing register than across borough as a whole. With 44% of households in temporary accommodation identifying as black it is clear strategies which improves the lives of those living in temporary accommodation and vulnerable to homelessness will disproportionately but positively benefit this group.

**6. Sexual orientation** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	x	Negative		Neutral impact		Unknown Impact	
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LGBTQ+ people comprise up to 24% of the young homeless population nationally. Sexual orientation data specific to Haringey is not available but nationally, 69% of LGBT homeless young people have experienced familial rejection, abuse and violence.

The Homelessness Strategy make clear commitments that will benefit those in the LGBTQ+ community who are more vulnerable to homelessness and rough sleeping. Therefore, it is reasonable to infer that the strategy will have a disproportionate but positive impact on young people who identify as LGBTQ+.

The Homelessness Strategy also makes an additional commitment to provide a family mediation service, which will prove beneficial to young people who identify as LGBTQ+ who, as evidence suggests, are likely to face familial rejection, abuse or violence. Alongside this, the strategy commits to upskilling staff and ensuring our services are LGBTQ+ friendly.

**7. Religion or belief (or no belief)** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact		Unknown Impact	x
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There is no sufficient evidence to suggest that one particular religion will be disproportionately affected by the adoption of the Homelessness Strategy. All homelessness services are allocated based on the need and therefore it is reasonable to infer that no religion will be disproportionately impacted by the implementation of the strategy.

**8. Pregnancy and maternity** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	x	Negative		Neutral impact		Unknown Impact	
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**Homelessness Strategy**

With 75% of those in temporary accommodation being female and a high proportion being the head of a single parent household it is clear women are more vulnerable to becoming homeless. With the Homelessness Strategy outlining commitment to work with different groups to prevent homelessness and help improve life for those in temporary accommodation, the strategies are highly likely to have a positive impact on women. With approximately 50% of the 10,000 individuals living in temporary accommodation, and there being clear commitments to support families and improve the lives and prospects of those living in temporary accommodation, this strategy will have a positive impact on those 18 years and younger.

**9. Marriage and Civil Partnership** *(Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

Positive		Negative		Neutral impact	X	Unknown Impact	
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There is no evidence to suggest the Homelessness Strategy will have an impact on those who are/are not in a marriage or civil partnership.

**10. Groups that cross two or more equality strands e.g. young black women**

- Black single mothers – as outlined previously
- Young people who identify as LGBTQ+ - as outlined previously

**Outline the overall impact of the policy for the Public Sector Equality Duty:**

- Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?  
This includes:
  - a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
  - b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
  - c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?

The Homelessness Strategy will not result in any direct or indirect discrimination for any group. The strategy will provide residents with more support, which will either prevent them becoming homeless, improve their outcomes if not preventable and help those who are currently homeless.

The implementation of this strategy will improve services and support for vulnerable residents, many of whom are covered by multiple protected characteristics. The commitments made will prevent and/or better experiences of homelessness across the borough.

## 6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
<b>No major change to the proposal:</b> the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
<b>Adjust the proposal:</b> the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
<b>Stop and remove the proposal:</b> the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

## 6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale

<p><b>Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.</b></p>			
<p><b>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</b></p>			
<p>The Homelessness and Strategy will be owned by the Priority 5 Board, with Alan Benson as the responsible officer for its delivery. The Homelessness Strategy and Commissioning Team will develop a delivery plan, outlining how and when the commitments made in the strategies will be delivered, alongside clear and measureable KPIs.</p> <p>Progress will be monitored by the Homelessness Forum and Priority 5 Board. By reporting progress and collecting data regularly we will be able to monitor the impact for particular groups and thus can adapt support and service provision according to ensure outcomes are delivered.</p>			

<b>7. Authorisation</b>	
EqlA approved by ..... (Assistant Director/ Director)	Date .....
<b>8. Publication</b>	
<i>Please ensure the completed EqlA is published in accordance with the Council's policy.</i>	

Please contact the Policy & Strategy Team for any feedback on the EqlA process.