

HARINGEY COUNCIL
EQUALITY IMPACT ASSESSMENT FORM



Service: Strategic and Community Housing Services

Directorate: Urban Environment

Title of Proposal: Haringey's Move-on Strategy 2010-2015

Lead Officer
(author of the proposal): Rosie Green, Housing Strategy and Partnerships Manager

Names of other Officers
Involved: Paul Dowling, Principal Housing Strategy Officer; Christine Joseph, Urban Environment Equalities Officer

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.

This strategy has been developed by the Integrated Housing Board (a thematic board of Haringey Strategic Partnership) and is a sub-strategy of the Homelessness Strategy 2008 – 2011. It is also one of the key aims of the Supporting People (SP) 5 year Strategy 2005-2010 and therefore we have worked collaboratively with the SP team.

The multi-partnership Move-on Strategy aims to identify and provide solutions to the barriers that prevent people that are ready, from moving on from short term supported accommodation into longer-term housing options. By working with our partners to achieve this we intend to maximise outcomes for those people who are ready to move on as well as reducing the barriers for people to be able to move into such accommodation. This will in turn give better value for money for Haringey Council from its Supporting People contracts with providers of such services.

The vision of the strategy is *to meet the long term housing aspirations of people who live in short term supported accommodation, offering choice and enabling people to live independently in the way they want.*

We will do this through 4 key priorities:

- 1. Increase move-on through the development of effective partnerships**

2. **Develop accommodation and support pathways**
3. **Provide targeted advice and accommodation options for clients in short term supported housing**
4. **Develop a range of new initiatives to increase access to housing solutions**

This strategy is intended to help all people who currently live in short-term supported accommodation plus those who will move into such accommodation at some point in the future.

The strategy will help us to deliver objectives 1, 2, 4, and 7 of our Homelessness Strategy 2008-2011

1. We will actively support and promote a partnership approach to preventing homelessness
2. We will invest in early intervention and effective homelessness prevention
4. We will provide choice and encourage independence
7. We will work proactively to safeguard children and vulnerable adults.

This strategy will also compliment Haringey's Rough Sleepers Strategy 2010-2012

Some of the equality issues that relate to groups identified within the Move-on Strategy will be addressed as well through other EIA's such as the Rough Sleepers one.

Step 2 - Consideration of available data, research and information

1. Data Sources

The Move on Plans Protocol (MOPP)

The MOPP, developed by Homeless Link and supported by the Department for Communities and Local Government (CLG), enable authorities to have a clearer understanding of the number of people affected and what the barriers are, as well promoting partnership working.

Part of the MOPP is an audit toolkit to establish baseline data instead of relying on anecdotal information

There are 17 providers of short term supported accommodation in Haringey. Between them they deliver 112 services providing 611 units of short term accommodation that cover 9 clients groups (these are defined by CLG). All were asked to complete the audit.

1. People with mental health problems
2. Offenders or those at risk of offending
3. People with alcohol problems
4. People with drug problems
5. People with learning disabilities
6. Rough Sleepers
7. Single homeless with support needs
8. Women at risk of domestic violence

9. Young people at risk

We received responses from 16 of the 17 providers. The results cover 499 units of accommodation. From this, 176 people are ready to move out but there is currently no where for them to move to. It is estimated that a further 242 clients, will at some point over the coming year, be ready to move out of short term accommodation, with only 181 tenancies expected to be available. Thus we will have in 2010/11 a potential shortfall of 237 units.

The MOPP audit does not collect further equalities information, such as race, gender or age. We intend to repeat the audit annually to see if the action plan is delivering its aims and will include the collection of such data where possible. This will enable to build a comprehensive profile of the demographic data relating to this group.

Supporting People Five Year Strategy 2005-2010

To determine the priorities within the Supporting People (SP) Five Year Strategy a detailed needs assessment was undertaken for all their client groups.

The table below details the needs for each of client groups which are impacted upon for this strategy (some of this data may be out of date, however the overall need trends have not significantly changed)

Client Group	Needs
People with mental health problems	<ul style="list-style-type: none"> • Demand for services that can meet complex needs, assist in reducing residential car usage and reduce bed blocking • 80-110 new intensive support units required per year. 270 other support units per year
Offenders and people with substance misuse problems	<ul style="list-style-type: none"> • 130 street drinkers • 40 Prolific Offenders clients • 40-50 Multi-Agency Public Protection Arrangements cases • 876 households assessed per annum for alcohol services – 20% requiring support • Further needs research to refine estimated level of need and to inform final decision on service delivery models
Homeless people with support needs	<p>High levels of statutory homelessness acceptances</p> <ul style="list-style-type: none"> • 1400 per year (500 single people and 900 families) • 11000 housing advice enquiries per year • Small but persistent rough sleepers problem • Concern over amount of shared housing

	<i>Note – these figures have changed since the SP strategy developed</i>
Survivors of domestic violence	<ul style="list-style-type: none"> Estimates from Hearthstone that 120 single women and 240 families per year require support
Refugees/recent immigrants	<p>Generic floating support services work with many recent immigrants – 2,500-3,000 asylum seeking households at one time:</p> <ul style="list-style-type: none"> Perhaps 200-400 new refugee households per year needing support
Young people with support needs	<p>Estimates of numbers needing support:</p> <ul style="list-style-type: none"> 122 young people and 42 teenage parents accepted as priority homeless in 2004, all of whom could benefit from a support service 120 care leavers over 18 at any one time 60 additional refugee minors 40 young offenders per year

AGE

The Homelessness Strategy EIA detailed the age related data. We know that younger people are more likely to be affected by the Move-on Strategy as they form the highest number of people in short term supported accommodation. The homelessness EIA data is detailed below.

No further research has been done, however as stated above for the annual MOPP audit we intend to ask for this.

Young people

- In Jan 2008, 36% of the 1044 single people in Temporary Accommodation in Haringey were between 16 and 24
- Between 2003-04, 122 16-17 year olds were accepted as priority homeless. 64% of these young people were female and about 90% were from ethnic minorities
- During 2007/08, 43 16-17 year olds were accepted as priority homeless – a significant reduction. Of these, 5 were 16 and 38 were 17. 24 were female and 19 were male. An ethnicity breakdown is provided overleaf:

Ethnicity	
Any Other Ethnic Group	5
Black African	5
Black British	4
Black Caribbean	5
Black Caribbean and White	4
Mixed Black	1
Mixed Other	1
No Response	6
Other Asian	1
Other White	1
Other White European	1
Pakistani / UK Pakistani	1
Unknown (data take on)	1
White British	5
White Irish	1
White Turkish	1
Total	43

16/17 year olds and care leavers aged 18 – 20 years represented 8 per cent of total homeless acceptances by local housing authorities in England in 2007, yet this cohort makes up just 3 per cent of the population.

Younger people between the ages of 16-30 are more likely to be in short-term supported accommodation. Single people with no dependent children face the most barriers to be able to move on

Factors accounting for over representation:

Young people are more likely to become homeless for the following reasons:

- family breakdown
- pregnancy
- birth of a child
- engaging in criminal activity or anti-social behaviour
- substance misuse

GENDER

The Homelessness Strategy EIA detailed the gender information. No further research has been done, however as stated above for the annual MOPP audit we intend to ask for this.

Single men:

In June 2008, men accounted for 589 single homeless households and women for 368, in comparison to the overall Haringey ratio of men to women which is 50:50. The number of single men in temporary accommodation has been continuously higher than that of single women. This reflects national trends.

- **Reasons for over representation:**

- Young single men may be more likely than young single women to behave in a way which causes family disputes, and therefore to be ejected from the family home if this occurs. This may be for a number of reasons: young men are more likely to truant from or cause trouble at school, and to be involved in crime or anti-social behaviour. Young men are also more likely to engage in substance misuse. Young men may be less likely than women to access statutory services that could prevent homelessness
- Single men are more likely to be ex-offenders, who have no home on their release. Over 14,000 prisoners are discharged into London each year from prisons both within and outside the capital, of which it is estimated half are homeless. (Draft Mayor's Housing Strategy, p.105). It has not been possible to establish exact numbers of ex-offenders who are homeless in Haringey. However, there are various Supporting People schemes which aim to meet the accommodation needs of this group:

There are three different schemes in Haringey:

1. Supported accommodation for 8 ex-offenders in a development in Crouch End (offenders who are Priority and Prolific Offenders)
2. Floating support across the borough for 8 ex-offenders in their own accommodation (offenders who are under MAPPA)
3. A scheme which is currently being decommissioned and will be remodelled which has up to 45 bed spaces in supported accommodation across the borough for ex-offenders. There were originally 45 places for ex offenders, 18 places for drug and alcohol users, but the remodelling is blurring the line between these, as so many drug and alcohol users are ex offenders and vice versa. The aim is for this service to pick up referrals from the Drug Intervention Programme and Drug and Alcohol Team. But still in early stages.

The Home Office limit for ex-offenders released into Haringey per year is 40. But anecdotally, there are always more than this. Supply should, in theory, meet demand in Haringey. Ex offenders are often released into boroughs away from where they were living / committing crime before they were sentenced.

There is a pilot North London resettlement project going on with Holloway prison. Prisoners are moved to a 'resettlement' wing before they are released, and as part of the process go before a multi-agency panel to manage their rehabilitation into the community. However, so far nobody from this scheme has gone into supported housing.

WOMEN

Although single men are over-represented in temporary accommodation figures, overall, women are over-represented in terms of those who access temporary accommodation. As at 23 June 2008, 7,081 people in temporary accommodation in Haringey were male and 8,787 were female, as opposed to the overall Haringey ratio of men to women, which is 50:50. Women are consistently over-represented in homelessness figures, reflecting the national picture.

Reasons for this over representation include:

- 1) women are more likely to become homeless following pregnancy or the birth of a child (see ethnicity data below)
- 2) women are more likely to have to leave their home due to domestic violence

Single female parents:

In June 2008, of 5204 households in temporary accommodation in Haringey, 3664 were single parent households. Of these, 2856 heads of household were women and 808 heads of household were men. These figures reflect national trends.

Single parent households therefore make up 70% of the households in temporary accommodation, which is five times higher than the 13.6% of households across Haringey which are single parent households.

Figures showing the main ethnic groups of single parents are given below:

Ethnicity of Single Parent Households – June 08	
Black African	907
Black Caribbean	560
White British	456
Any Other Ethnic Group	318
No Response	266
Other White European	181
Black British	135
White Turkish	135

Black African women are significantly over-represented among single female parents.

Domestic Violence

There is currently no reliable data on the number of women who are homeless in Haringey due to domestic violence. This is a recognised gap. However, the data below provides details of how domestic violence affects women in Haringey.

Cases of Domestic Violence in Haringey are dealt with by the Hearthstone service. Data providing details of the victims assisted during 2007-08 is given below:

- Hearthstone received 1263 approaches last year – of these, 1238 were from women and 25 were from men.
- Gender: the majority of people who approached Hearthstone were young women – 452 were between 20 and 29, and 383 between 30 and 39. However, significant numbers were both younger and older, demonstrating that DV affects all age groups.
- Ethnicity: The main ethnic groups using the service last year were: Black Caribbean – 270; White British – 218; African – 177; White (other European) – 106 and Mixed Caribbean – 75.
- 2007-08 monitoring data suggests that substance misuse and mental health issues affect a significant number of DV survivors. 379 service users reported using drugs and/or alcohol, and 205 reported having a mental health issue. 39 service users reported having a disability.

Haringey has in place a Sanctuary Scheme which provides the opportunity for survivors of DV to remain in their own homes by providing a range of safety measures. This is offered

to all women, irrespective of tenure, who want to remain in their own homes. The number of installations has increased year on year since 2005 when the scheme started, and a target of 80 installations has been set for 2008/09.

The ethnicity of those who have had Sanctuary schemes installed is as follows:

Ethnicity	Number
White British	18
Irish	3
Turkish	4
Greek	1
Kosovan /Albanian	1
Pakistani	1
Iranian	2
Black Caribbean	12
Black African	7
Not known	2
TOTAL	51

ETHNICITY

Again the Homelessness Strategy EIA details this below. We know from anecdotal evidence that people from BME communities are over represented in short term support accommodation. Again we will capture this data through the next MOPP audit.

BME communities:

Haringey is a racially and ethnically very diverse borough, with many new immigrants. Some BME groups tend to be particularly at risk of homelessness and overcrowding. Across England and Wales as a whole, BME people are three times more likely to become statutorily homeless than are the majority white population. In London, ethnic minority households made up 23% of the population in 2001 (latest census figures), but accounted for almost 60% of those accepted as homeless by local authorities in 2004-05.

In Haringey, the BME population accounts for 89% of the total household population in TA and 93% of total persons in TA are from BME groups. This is significantly higher than the total BME population of Haringey, which is 34.4%.

There are marked differences in Haringey in the rates of statutory homelessness between different ethnic minority groups. Black African people make up less than 10% of borough residents, but over 20% of people in temporary accommodation. 'Other white' people make up around 14% of the borough, but more than a quarter of those in TA. The proportion of Black Caribbean people in TA is about the same as the number of people living in the borough. White British people make up nearly 48% of the Haringey population but only 6.5% of those in TA.

This situation is not specific to Haringey. The Shelter (2004) BME Housing Crisis Report stated that Black African and Black Caribbean homeless households were the most over represented group across the country, accounting for 10% of homeless acceptances, as opposed to 2% of the population. A Fordham North London sub-regional study of 2005 found that Black African households are the most likely to be in housing need, both now and in the future. Black African and Black Other households were also particularly likely to

be living in unsuitable housing. Black households were also more likely to be single parent households.

The ethnicity of people living in temporary accommodation in Haringey in November 2007 was:

Black African – 3,561 people
Any other ethnic group – 2,297 people
Black Caribbean – 1,333 people
Other White European – 1,223 people
White Kurdish – 1,137 people
White British – 1,104 people

The over-representation of BME households among homeless households reflects London trends. In 2005-06 BME households made up 67% of households accepted as homeless.

Reasons for over representation:

While no research has been undertaken in Haringey specifically, the London Borough of Islington recently commissioned research into reasons for high levels of homelessness among black communities. The following findings for Black African communities are also relevant to Haringey:

- The main causes of homelessness were found to be parents, relatives or friends asking a member of the household to leave following pregnancy, relationship breakdowns and overcrowding. Pregnancy was more common amongst those already well established in England.
- Family breakdowns could be linked to the difficulties of adapting to a new environment. Life in England could lead to marital strains, particularly where men had been used to living in a society with traditional gender roles and hierarchal social relations.
- Over-crowding was linked to the arrival of family members from Africa and the birth of children.

In Haringey Black Caribbean communities one of the most common causes of homelessness was pregnancy, causing family tension and over-crowding, leading to young mothers leaving the family home.

Evidence also suggests that Black African and Black Caribbean people probably experience psychosis and schizophrenia and other neurotic disorders at a slightly higher rate than White people. A UJIMA Housing Association study on residential mental health services for BME communities reports a low take up of residential places by BME communities, which may be because existing service models are not appropriate.

FAITH

This is linked to ethnicity. We have no data available to suggest that faith rather than ethnicity is a barrier to accessing short term accommodation or moving on to more permanent housing options.

Again we will gather this information in the next MOPP audit.

DISABILITY

We have no direct data on people who live in short term accommodation who have a disability. We know that disability disproportionately affects homeless people in general.

We know that being unemployed will increase the likelihood of needing supported accommodation. Only 2.5% of homeless people with a disability are in employment nationally and in Haringey over 1 in 10 people of working age living in social housing have an illness or disability that prevents them from working.

Research by Crisis found that while the employment rate of the general homeless population is only 10%, it is even lower for homeless people with a disability, at 2%, and for homeless people with a mental health condition (also 2%). Other research undertaken by Inclusion found that 43% of homeless people with a disability, and 40% with a mental health condition have been unemployed for more than three years.

Again we will gather this information in the next MOPP audit.

SEXUALITY

At present there is a recognised gap in the recording and monitoring of homeless applicants' sexual orientation. This situation is common in local authorities, and not specific to Haringey. We have now amended our application forms to give us this information but it is too early to gather data from this. Sexuality is a very personal matter and people may choose not to give us this information as readily as they would their age or ethnicity. Again we will gather this information in the next MOPP audit but it may be difficult to collect.

Again the Homelessness EIA tells us it is not possible to assess whether lesbians, gay men, bisexuals or transsexual people require short term supported accommodation services in line with numbers in the general population. We can conjecture, though, that young gay people are more likely than young straight people to be rejected by their families because of the sexuality, leaving them at risk of homelessness. We can also conjecture that young gay people are more likely to suffer from discrimination and bullying at school, making them more likely to leave school early or attain lower grades – which in turn may leave them with a lower income, and at greater risk of homelessness. However, we can also speculate that young gay people are also less likely to become pregnant or to be single parents – so in this way, are less likely than young straight people to become homeless.

There is no evidence that a person's sexual orientation will affect the quality of the service they receive.

A 2005 survey returned by 800 gay and lesbian people and funded by the Economic and Social Research Council found that one third of respondents reported being victims of domestic abuse either in their current relationship or in a previous same sex relationship. Slightly more women than men had experienced abuse, but the difference was not large. The most common form of abuse reported was emotional, however male perpetrators were also likely to be physically and sexually abusive. Victims were more likely to be under 35, have a low income and few qualifications. (Comparing Love and Domestic Violence in Heterosexual and Same Sex Relationships – Dr Catherine Donovan, University of Sunderland, 2005-06. RES-000-23-0650)

We know very little about sexuality and homelessness in Haringey, but Stonewall Housing's 'Sexual Exclusion' Report (2005) identifies specific homelessness issues faced by lesbian, gay and bisexual people nationally:

Young LGB people:

Sexuality can be a direct cause of homelessness for young LGB people - they can be thrown out of their home or decide to leave home to escape homophobia. Coming to terms with their sexuality and the withdrawal of support from family can lead to emotional or mental health difficulties, such as low self-esteem, depression and self-harming behavior. They can put themselves in dangerous or exploitative situations to meet their need for acceptance and affection and they can begin to use alcohol or drugs to try to cope with or block out issues arising from being LGB and homeless.

Harassment and violence:

Many LGB people of all ages experience homophobic harassment and violence in their neighbourhood. Harassment can people often too frightened to leave their own home, or may lead to homelessness as the neighbourhood can become unbearable to live in.

Domestic abuse:

LGB people can face domestic abuse from partners, parents, siblings and other family members. This abuse can be emotional, physical, financial or sexual. One of the biggest obstacles for LGB people wanting to flee domestic abuse is the lack of emergency accommodation for LGB people, especially for men.

Step 3 - Assessment of Impact

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

Increase barriers?	Reduce barriers? <input checked="" type="checkbox"/>	No change?
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Comment

This multi-agency Move-on Strategy 2010-2015 aims to reduce the barriers experienced by people who are living in short term supported accommodation and are ready to move into longer term housing options by removing identified barriers identified through the MOPP and wider consultation.

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 action plan of the strategy. They will be prioritised according to urgency and also if some can be achieved quickly with few resources attached.

As stated in Step 2 we will in the next MOPP audit seek to collect further demographic data to give us more detailed information. This may change some of the priorities identified. Although the data will be a snapshot of the current clients i.e. a census, it will give us trend data over the subsequent years

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?*

At this stage we are confident that this strategy will remove or reduce the barriers. The strategy will be reviewed annually therefore giving the opportunity to assess its success or not. Actions will be reviewed and amended by the implementation group and report to the Integrated Housing Board (a theme board of Haringey's Strategic Partnership) as well as the Supporting People Partnership Board, who are responsible for the contracts and funding of short term supported accommodation.

As the strategy was developed through a robust partnership framework we have the commitment and 'buy in' of relevant organisations to deliver the action plan.

The groups that we believe will be most affected will be younger people and people from BME groups. The actions in the strategy however will apply to everyone in this type of accommodation in order to be fair, transparent and robust.

Step 4 - Consult on the proposal

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

Throughout the development stages, the multi partnership Move-on Strategy steering group has been key in highlighting the main issues and actions that need to be addressed through this strategy.

We have consulted widely on the Move-on Strategy following the Council Consultation framework and Haringey's Compact agreement. The consultation aimed to engage a wide range of people and organisations in the development of the strategy.

We ensured that translators were available where we knew in advance that there would be people who required them.

The consultation engaged a number of existing forums, including the Supporting People Provider Forum; housing related support providers; community groups; HAVCO; Supporting People Partnership Board; Integrated Housing Board; service user house meetings and a high profile specific event that included housing support providers, service users, Haringey Council and other organisations who are involved in this area to test our findings of the MOPP audit as well as gathering further evidence and actions to include in the final document. About 60 people attended this event.

A range of mediums were used. The consultation made use of the Council's website, Haringey People and articles in service users' newsletters.

Approximately 160 individuals engaged with the development of the strategy through the consultation. A consultation report will be written and put on the Council's website.

The main issues that arose from the consultation were:

- Broad agreement and prioritisation of the barriers identified through the MOPP audit
- Lack of prioritisation of service users ready to move on
- Lack of a rent deposit scheme

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

The main issues that arose from through consultation helped us form our 4 key aims.

The draft Move-on Strategy has already impacted on the draft Allocations Policy by acknowledging the priority of service users ready to move on. Also we will be implementing the Rent Deposit scheme in 2010.

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?

At the event we gave feedback on the results of the MOPP audit and delegates were appreciative to have this before the strategy is completed in order to comment on the data and identified barriers and to set the priorities for these barriers.

We used the consultation responses in developing the key priorities and actions to deliver these.

We will put the consultation report on our website as well going back to a number of short-term supported housing schemes where we undertook consultation to give feedback on the consultation. We will also write an article for providers to use in service users newsletters.

Step 5 - Addressing Training

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?

We do not envisage any direct training needs for staff arising from this strategy. Any training will be as a result of any revised procedures which may arise.

What we will be doing however, is to raise the awareness of the Move-on Strategy both internally and externally. This will be done through newsletters, team briefs, local press, Haringey People, website etc.

Step 6 - Monitoring Arrangements

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?***

The strategy and its outcomes will be monitored primarily through the Integrated Housing Board and Supporting People Partnership Board. We intend annually to repeat the MOPP audit and ask additional questions to gather the demographic information we require to ensure that we are addressing equalities issues that arise from this.

The strategy and action plan will also be reviewed and revised annually taking note of the outcomes of the MOPP audit. This will be monitored by SMT, IHB and SP Partnership Board.

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

There are no specific indicators relating to this strategy but the actions contained within it and those of the Homelessness Strategy which it helps to deliver are regularly scrutinised and monitored

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

Please see above

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

This information will be reported to the respective bodies/boards within the required timescales for each

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>Younger people between the ages of 16-30 are more likely to be in short-term supported accommodation.</p> <p>Single people with no dependent children face the most barriers to be able to move on</p> <p>As for all the 6 equality strands we will be seeking to gather data on</p>	<p>We do not have data to evidence how many people with disabilities live within short term supported accommodation</p>	<p>There is over-representation from people from BME groups in TA and we know from anecdotal evidence that they are over-represented in short term supported accommodation</p>	<p>Men - single men are over-represented in temporary accommodation (TA) figures</p> <p>Women – are over-represented in terms of those who access TA which reflects the national picture</p>	<p>This is linked to ethnicity. There is no evidence to suggest that faith as opposed to ethnicity impacts directly on those who live and want to move on from short-term supported accommodation</p>	<p>We do not have evidence to say if a person's sexuality impacts on their support needs and their wanting to move out of short-term supported accommodation</p> <p>Research from Stonewall suggests that young lesbian, gay or bisexual (LGB) people are more at risk of becoming homeless and suffer harassment and abuse</p>

this when we do the next MOPP audit					
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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
Lack of specific equalities information on people currently in short-term accommodation	When repeating the MOPP audit each year seek to gather additional data in relation to the 6 equality strands	Rosie Green, housing Strategy and Partnerships Manager	Annually	Within current budget
Are barriers to move –on being removed or changing	MOPP audit to be completed annually to evidence if move-on is becoming easier and/or if the barriers are changing	Strategy Implementation Group	Annually	Within budget
Changing demographic data	Annually review the EIA data when revised information becomes available	Paul Dowling, Principal Housing Strategy Officer	Annually	Within budget

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?

The Council will publish a summary of all EIA's undertaken each year on the Council's website

We intend to publish this full EIA on the housing pages on the website

Assessed by (Author of the proposal):

Name: Rosie Green

Designation: Housing Strategy and Partnerships Manager

Signature:

Date: 21st May 2010

Quality checked by (Equality Team):

Name:

Designation:

Signature:

Date:

Sign off by Directorate Management Team:

Name:

Designation:

Signature:

Date: