

SSDC Equality Analysis Template (2017)

Page 1: What is Equality Analysis?

Q1. Q1.1 Please describe the change that is the subject of this EqA i.e. the introduction of a new, or significant change to an existing, policy strategy, service or function .

Adoption of the new Somerset Homelessness Strategy 2017-19

Page 2: EQUALITY ANALYSIS (EA)

Q2. Q2.1 What information have you used to analyse the effects on equality, particularly in relation to protected groups?

A comprehensive EqA has been carried out on the County-wide Strategy. In addition, SSDC has drafted a local Implementation Plan to ensure the strategy's delivery can be progressed and monitored locally. I have been through this local implementation plan with the Equalities Officer and assessed the impact for the protected groups

Q3. Q2.2 What has this information told you about the potential effect on equality, particularly in relation to the protected groups?

The overall aim of the Strategy is to prevent homelessness and by its nature focusses on some of the most vulnerable groups in our community. The strategy has mainly positive impacts, including:

- staff training in the Homeless Reduction Act which will train staff to consider the wider needs of clients (not just homelessness) and focus more on clients specific needs
- empowering and confidence building of clients to help them help themselves, particularly in sustaining their own tenancies
- support for victims of domestic violence
- work with a range of agencies who deliver good practice to all clients, regardless of their circumstances
- easier pathways for people with mental health issues, ex offenders and people being discharged from hospital
- support existing initiatives for young people at risk of homelessness

The EqA has highlighted the following points to monitor:

- ensure new forms and procedures are written in plain English and are available in other languages if needed
- ensure organisations we commission or fund to deliver advice and support have good quality Equalities Policies and practices

Q4. Q2.3 The Equality Act Aims to: Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity Foster good relations With these three aims in mind, what is your assessment of the likely impact of the policy, strategy, service or function on the following?:

	Likely to benefit (Positive Impact)	Likely to disadvantage (Negative Impact)	No specific impact
People from different age groups	X		
Men or women	X		
Women who are pregnant or have recently given birth	X		
People who have undergone, are proposing or are undergoing gender reassignment			X
People with disabilities or carers			X
People from different religions, belief or faith (including those with no belief)			X
People of different race or ethnicity			X
People who are lesbian, gay or bisexual			X
Marriage/Civil Partnership			X
People who are serving or have served in the armed forces and their families* (* this group is not protected by the Equality Act but are still potentially vulnerable or at risk of exclusion)	X		

Q5. Q2.4 Where you have indicated a Positive or Negative Impact in Q2.3, please describe in more detail what the specific Impacts are.

- Support for P2i (service delivered to 16-24 year olds at risk of homelessness)
- support for victims of domestic violence
- Homefinder Somerset policy has recently been updated to support ex-spouses of service personnel to ensure they are not disadvantaged in accessing suitable accommodation

Q6. Q2.5 What actions will be, or have been taken to either mitigate any negative impacts or create a positive impact as identified in Q4?

We will be updating all the new forms and documentation in line with above
All clients will have a detailed Personal Housing Plan, this will be in accessible format and available in different languages if needed

Q7. Q2.6 If there is a need to review the EqA, when do you propose to do this?

* 30/09/2018

Q8. Q2.7 How will you monitor the impact that the decision or policy has had on protected groups?

The detailed County-wide EqA will be monitored monthly through the Somerset Homeless Managers Group.

Page 3: Quality Check / Approval Log

Q9. Q3.1 Date and name of Officer Completing the EqA
* 22/03/2018
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Name of Officer Completing the EqA and Date Completed Alice Knight

Q10. Q3.2 Date and name of the Line Manager/Senior Manager approving the EqA
* 25/04/2018
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Name of the Line Manager approving the EqA Martin Woods

Q11. Q3.3 Date and Name of the Equality Coordinator signing off the EA
* 25/04/2018
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Name of the Equality Coordinator Dave Crisfield

Q12. Q3.4 Any Comments
<i>No Response</i>