

Appendix D

Title of project: Homesearch, Housing Options and Homelessness Service Review.

Evidence based equality analysis – can include documents, quotes, and web links for photos and videos

Name of lead officer(s): Tom Day – Community Partnership Manager.

Date assessment completed: June 2016

Equality analysis is a valuable tool to help embed equality into everything we do. While process is important; equality analysis is essentially about outcomes. The lack of evidence of discrimination is not evidence of a lack of discrimination

It is not acceptable to say that a policy is applied uniformly to all groups and is therefore fair and equal. Applying a policy or procedure consistently may result in differential outcomes for different groups.

For each of the areas below, an assessment needs to be made on whether the policy has a **positive, negative or neutral impact** and brief details of why this decision was made and notes of any mitigation should be included. Where the impact is negative, this needs to be given a **high, medium or low assessment**. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Appendix D

			Neutral	Positive	Negative
Target group / area					
Race and ethnicity			<p>The Council is obliged to ensure homelessness services pay particular attention to the needs of the ethnic minority communities.</p> <p>A recommendation from the Quality Review included a review of Leaflets/posters to ensure they are easy to read.</p>	<p>Leaflets will continue to be available in easy read and there is a telephone translation service is available from customer services if required.</p> <p>The Harborough Homeseach website includes a translation service – browsealoud which reads out text on the website in different languages. Ensuring translation is available will be part of the procurement of any new software/ increase the number and depth of online transactions.</p>	None
	Housing Register- June16	Home-less 15/16			
White	1,112	33			
Black	8	1			
Asian	21	3			
Mixed	17	2			
Other	19	0			
Total	1,177	39			
Disability (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)			<p>The Council has a statutory duty to have due regard to special needs of sick and disabled when reviewing housing needs.</p> <p>The Council has a housing duty to prioritise someone vulnerable as a result of old age, mental illness or handicap or physical disability.</p>	<p>Face to face interviews with clients will continue to be carried out in the ground floor customer services suite at Symingtons Building. This is accessible for clients with a physical disability. The Housing Team have all received training/ development to advise and support clients with a mental health disability. The Harborough Homeseach website includes – browsealoud</p>	None
	Housing Register- June16				

Appendix D

Disability	305		which reads out text on the website.	
No disability	872			
Gender		Services are will remain accessible regardless of gender. The definition of 'Priority need' groups and bias support towards female households as they are most likely to contain;	The Housing Team have all received training/ development to advise and support clients	None
	Housing Register			
Male	442	<ul style="list-style-type: none"> A pregnant woman Dependent children 		
Female	735			
Total	1,177			
Gender reassignment		Services will remain accessible regardless of gender reassignment.	The Housing Team have all received training/ development to advise and support clients	None
Religion and belief		Services will remain accessible regardless of religion and belief.	The Housing Team have all received training/ development to advise and support clients	None
Sexual orientation (including heterosexual, lesbian, gay, bisexual)		Services will remain accessible regardless of sexual orientation.	The Housing Team have all received training/ development to advise and support clients	None
	Housing Register- June 2016			
Bisexual	6			
Do not wish to declare	143			
Gay	4			
Heterosexual	1,015			
Lesbian	9			
Total of Sexual	1,177			

Appendix D

Appendix 2

Orientation				
Age (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older people 81+. The age categories are for illustration only as overriding consideration should be given to needs)		The Council has a Duty to co-operate, work with and support Children’s Services when assessing the needs of children and young people. The Council has a requirement to have regard to the need to safeguard and promote the welfare of children. The Council has a housing duty to prioritise those aged 16 or 17, or aged 18 to 20 who were previously in care.	The Housing Team have all received training/ development to advise and support clients	None
June 2016	Housing Register- June16			
16-17	2			
18 – 24	119			
25 – 39	425			
40 – 54	310			
55 – 59	87			
60 – 74	176			
75 plus	58			
Total	1177			
Rural communities		The Council has a statutory duty to consider applications from occupiers of dwellings required to house agricultural workers		None
Human rights		The Human Rights Act 1998 states it is unlawful for public body to act in contravention of articles – inc article 8 – right to respect for private and family life; home...		None

Appendix D

Health and wellbeing (consider both the wider determinants of health such as education, housing, employment, environment, crime and transport, as well as the possible impacts on lifestyles and the effect there may be on health and care services)	The Council has a housing duty to those vulnerable as a result of having to flee their home because of violence or the threat of violence.		None																										
<table><tr><td></td><td>Housing Register- June16</td></tr><tr><td>Apprenticeship</td><td>8</td></tr><tr><td>Child</td><td>1</td></tr><tr><td>Full-time student</td><td>14</td></tr><tr><td>Job Seeker</td><td>59</td></tr><tr><td>Not looking for work</td><td>97</td></tr><tr><td>Other</td><td>72</td></tr><tr><td>Retired</td><td>171</td></tr><tr><td>Training</td><td>1</td></tr><tr><td>Unable to work due to sickness/disability</td><td>191</td></tr><tr><td>Working full time</td><td>373</td></tr><tr><td>Working part time (min 16 hours per week)</td><td>190</td></tr><tr><td>Total of Economic Status</td><td>1177</td></tr></table>		Housing Register- June16	Apprenticeship	8	Child	1	Full-time student	14	Job Seeker	59	Not looking for work	97	Other	72	Retired	171	Training	1	Unable to work due to sickness/disability	191	Working full time	373	Working part time (min 16 hours per week)	190	Total of Economic Status	1177			
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Appendix D

Evidence :

The Council arranged call backs with 35 clients who contacted the Council for housing advice and 9 who made a homelessness application in 2015/16. This included customers from different equality strands and did not raise any negative issues.

EIA Action Plan

Equality Objective	Action Required	Target	Officer Responsible	Review Date
To meet statutory requirements and guidance.	To regularly review processes to ensure compliance.	Processes are compliant with statutory requirements.	A. Ball	31/03/2017
	Arrange periodic callbacks with clients to test compliance.	Services are accessible and responsive to client needs.	T. Day	31/03/2017