

# Equality Impact Assessment (EIA) Form

*Please read EIA guidelines when completing this form*

## 1. Name of Service Area/Directorate

Name of Head of Service for area being assessed: Lee Davies

Directorate: Community Wellbeing

Individual(s) completing this assessment: Wendy Dyer

Date assessment completed: 19<sup>th</sup> June 2023

## 2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)

Housing Related Outreach Service for individuals aged 16+

What is the aim, purpose and/or intended outcomes of this activity?

To bring together two separately commissioned services that provide housing related floating support, enabling efficiencies to be made, the development of the delivery model and maximising usage throughout the county.

Name of lead for activity

Wendy Dyer

Who will be affected by the development and implementation of this activity?

- Service users
- Patients
- Carers
- Visitors
- Staff
- Communities
- Other:

Is this:

- Review of an existing activity/policy
- New activity/policy
- Planning to withdraw or reduce a service, activity or presence?

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information for services/staff groups affected, complaints etc.)

Equality Act 2010 guidance published on Gov.UK website

Monitoring, financial and Key performance data for both contracts.

Data from Housing Solutions Team

Herefordshire Council's 16/17 year old homelessness protocol.

Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)

Engagement is ongoing with key stakeholders including current providers to gain their view on development opportunities for the services. Engagement with people with lived experience of homelessness has also been carried out, both in face to face meetings and via surveys. The key findings from the engagement activities will inform the development of the service specifications

Key stakeholders within the children and young people and community wellbeing directorates have been consulted with to review the potential impact and ensure all options and the impact have been given due consideration.

Summary of relevant findings

The housing related outreach service will support vulnerable people over the age of 16 who are homeless or who are at risk of homelessness. The service will be provided across the county of Herefordshire and will be outcome focused to support people to sustain their existing living arrangements or to move on into more suitable accommodation. It is estimated this service will support 110 people over the age of 16 at any one time.

The service forms part of the council’s approach to preventing and relieving homelessness and supports the council to fulfil its duties under The Homelessness Reduction Act 2017 and the council’s commitment to its care leavers as Corporate Parent.

The service aims to improve outcomes for very vulnerable people and supports the Council’s aim to prevent homelessness and reoffending. It will offer specialist young people and mediation trained workers and promote programmes of resettlement and enable individuals to live independently.

The service will be tendered for in line with the council’s contract procedure rules.

**3. The impact of this activity**

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers, partner organisations, etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
<b>Age</b>		✓		The impact on age is neutral. The two existing contracts support people aged 16-25 and people over the age of 25 respectively. The new service will support people over the age of 16 with no upper age limit who are homeless or at risk of homelessness.  The service will also support the delivery of the 16/17 year old homelessness protocol.
<b>Disability</b>		✓		Acceptance to the service will not be affected by disability status. The service specification will set out the requirements around service access and

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				this will ensure services are delivered in locations that are accessible for people and that respect privacy and confidentiality.
<b>Gender Reassignment</b>		✓		Acceptance to the service will not be affected by gender reassignment status.  The provider will be required se out how they intend to promote access for priority and hard-to-reach people.
<b>Marriage &amp; Civil Partnerships</b>		✓		Marital/civil partnership status will not affect acceptance to the service.
<b>Pregnancy &amp; Maternity</b>		✓		Admission to the service will not be refused because the person is pregnant.
<b>Race</b> (including Travelling Communities and people of other nationalities)		✓		The service is open to people of all races and nationalities. The provider will be required to ensure that it has effective access to interpreting and translation services in order to meet the communication needs of those whose first language is not English.
<b>Religion &amp; Belief</b>		✓		Religious beliefs will not be a factor in determining acceptance for the service.
<b>Sex</b> (including issues of safety and sexual violence)		✓		The sex of people will not affect whether they are accepted to the service.
<b>Sexual Orientation</b>		✓		Sexual orientation will not be a factor in determining suitability for the service.
<b>Other Vulnerable and Disadvantaged Groups</b> (eg. carers, care leavers, homeless, social/ economic deprivation, etc)	✓			The service forms part of the council's approach to preventing and relieving homelessness and supports the council's commitment to its care leavers as Corporate Parent.  The service will focus on housing related support and family mediation. Tailored support packages, with an understanding of the housing market, will be developed to assist people supported in the community to maintain or secure suitable accommodation.  The provider will be required to ensure all people supported receive an initial face to face assessment, where a package of support will be agreed and then to deliver outcomes focused to support people to sustain their existing living arrangements or to move on into more suitable accommodation.

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				<p>Whilst the service is envisaged to offer staff cover as a minimum standard, between 8am to 6pm Monday to Friday, to enable people to access the service there must be flexibility to operate outside of these hours throughout Herefordshire including where required weekend, early morning and/or evening delivery.</p> <p>The provider shall ensure that it is sensitive to each person's needs and facilitate access to information in alternative formats as appropriate. The provider will ensure that written information about their services and how to obtain them is readily available.</p> <p>It will be a requirement of the service will be to operate a Psychologically Informed Environments approach (PIE). PIE should be embedded in service delivery to enable staff to feel confident to collaborate from a strengths-based framework with people who are homeless or at risk of homelessness who can often be excluded or marginalised due to their challenging behaviour.</p> <p>The provider will be required to ensure at least 1 FTE worker has a recognised qualification in youth work and mediation which will further support the delivery of the service.</p>
<p><b>Health Inequalities</b> (any preventable, unfair &amp; unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental &amp; economic conditions within societies)</p>	✓			<p>Herefordshire has, on average, relatively low levels of overall, multiple deprivation and a relatively low proportion of children living in income deprived households.</p> <p>The service will support vulnerable people to access health services and work within the guidelines set out in the Making Every Contact Count. This approach enables the delivery of consistent and concise health and wellbeing information and encourages individuals to engage in conversations about their health.</p>

**What actions will you take to mitigate any potential negative impacts?**

Potential negative impact	Actions required to reduce/eliminate negative impact	Who will lead on action?	Timeframe
None identified			

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Where an impact on any of the Equality Groups is realised after the implementation of the project/service/policy, the commissioners and/or providers of the project/service/policy will seek to minimise the impact and carry out a full review of this EIA.

#### 4. Monitoring and review

How will you monitor these actions?

As part of on-going contract monitoring process. Any changes in the delivery of the service that result in potentially negative impact on any equality group will be immediately raised with the provider by the commissioning lead.

When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)

The EIA will be reviewed as part of the contract mobilisation and implementation phase and revisited throughout the contract period.

The EIA will be formally reviewed in the event the services delivered are varied in any way.

#### 5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA

Date signed