

# Equality Impact Assessment [version 2.12]



Title: Homelessness and Rough Sleeping Strategy 2025-2030	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Housing and Landlord Services	Lead Officer name: Paul Sylvester
Service Area: Housing Options	Lead Officer role: Head of Housing Options

## Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

### 1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

1. This Equality Impact Assessment is for the council's Homelessness and Rough Sleeping Strategy 2025-2030. This is an update to the existing Homelessness and Rough Sleeping Strategy 2019-2024 which will be out of date by the end of this year. In compliance with the Homelessness Act 2002 the Council has a legal requirement to produce an updated homelessness strategy at least every five years.
2. The Homelessness and Rough Sleeping Strategy 2025-2030 is accompanied by the Homelessness Review 2024. The review forms the basis of the evidence for the strategy and provides a statistical assessment of trends in homelessness presentations in Bristol, the underlying causes, activity in preventing and relieving homelessness, cohorts that may be more likely to become homelessness and the profile of households experiencing homelessness. The review outlines the disproportionate impact homelessness and rough sleeping has on those with protected characteristics and the Homelessness and Rough Sleeping Strategy 2025-2030 looks to mitigate this impact through its strategic priorities for tackling homelessness and rough sleeping in Bristol and in improving move on support.
3. Alongside the strategy an Action Plan will be published and reviewed annually. This action plan will advance the priorities and objectives of the strategy.
4. Prior to consultation, the council committed to conducting pre-engagement with organisations and individuals with lived experience of homelessness and rough sleeping. These key groups helped shape the priorities and objectives that went out for consultation. To ensure the experience and voice of the groups was heard and reflected in the strategy council officers ran 13 different workshops and listening exercises which resulted in hearing from over 170 different colleagues, professionals, volunteers and people with lived experience of homelessness. As part

of this pre-engagement the council organised/attended engagement sessions with the following groups:

- Bristol Homelessness Forum
  - Food on the Streets
  - Logos House staff
  - Independent Futures – Changing Futures Bristol lived experience group.
  - Shelter – lived experience women’s group.
  - 1625 Independent People – lived experience young person’s group.
  - Housing Matters Advisory Board
  - One25 - Bridging Gaps lived experience women’s group.
  - Ashley Community Housing (ACH) and Bristol Refugee and Asylum Seeker Partnership (BRASP) – lived experience refugee and asylum seekers group.
  - Domestic Abuse and Sexual Violence Survivor Forum – lived experience (Keeping Bristol Safe Partnership)
5. The strategic priorities and objectives of the Homelessness and Rough Sleeping Strategy 2025-2030 were consulted on between August and October. The four priorities consulted on were:
- i. Prevention
  - ii. Accommodation
  - iii. Working in partnership
  - iv. Helping people move forward

## 1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

## 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If ‘No’ explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If ‘Yes’ complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[please select]
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## Step 2: What information do we have?

### 2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: [How we measure equality and diversity \(bristol.gov.uk\)](https://www.bristol.gov.uk/how-we-measure-equality-and-diversity)

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics](#)

[and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment](#)

<b>Data / Evidence Source</b> [Include a reference where known]	<b>Summary of what this tells us</b>
<b>Office for National Statistics</b> - Deaths related to homelessness in Bristol	The ONS estimate there were 37 deaths of people experiencing homelessness in Bristol between 2020 and 2021. The average ages of death for women and men were respectively 40.0 and 44.2 years old respectively; significantly lower than the life expectancy for people living in the UK
<b>Homelessness Review 2024</b> – Poverty	Poverty is a key risk factor for homelessness: by equality groups, in 2022-23, the highest levels of people struggling financially were reported amongst people of Black ethnicity (27.0%), single parents (23.0%) and Disabled people (25.7%).
<b>Homelessness Review 2024</b> – Young People	<p>People aged 22-29 are the second largest cohort of households where a prevention or relief duty was accepted – behind the 30-39 cohort.</p> <p>The number of people aged 18-25 who have slept rough each month in Bristol has been reported since October 2022. In this period, an average of 5 people slept rough each month with a high point of 9 people in October 2022. On average, this equates to 4% of the total monthly rough sleeping population. An average of 0.5 people aged under 25 who were also care leavers slept rough each month in this period.</p>
<b>Homelessness Review 2024</b> – Race	In Bristol there is currently an overrepresentation of households from Black, Asian, and Minority Ethnic groups facing homelessness. Those from these backgrounds represent 18.9% of the population but 31.1% of relief duty acceptances in 2022.
<b>Homelessness Review 2024</b> – Vehicle dwellers	It is estimated that over 800 people are living in vehicles in the city. The single biggest reason given for this is inability to afford other housing options and a lack of social housing.
<b>Homelessness Review 2024</b> – Family Homelessness	Family homelessness (couples or single parents with an expectant mother in the household or with dependent children, to whom we owe a homelessness duty to) has been increasing due to a combination of the economic environment, welfare benefit reform and affordability of accommodation, particularly in the private rented sector. Families are staying longer in supported accommodation, leading to pent up demand for families in unsupported emergency and

	temporary accommodation who are waiting to move into supported accommodation.
<b>Homelessness Review 2024 - Non-UK nationals and people with no recourse to public funds</b>	During the period October 2022 to August 2023, an average of 68 people in the combined cohort had a nationality other than the UK – including the category ‘unknown nationality’. This equates to an average of 37% each month.
<b>Homelessness Review 2024 – Priority need</b>	The changing picture of priority need (2022): The main category for identifying priority need among statutory homeless over the past five years has consistently been because the household includes dependent children. The priority need with the largest in numbers reported since 2018 has been those reporting ‘vulnerable as result of mental health problems’, where numbers increased from 36 to 245 in 2022-23. Those reporting ‘Vulnerable as result of physical disability / ill health’ saw an increase from 33 (2019) to 170 (2022-23).
<b>Bristol Street Outreach engagement service – gender, ethnicity, religion, disability, sexual orientation</b>	For the 12 months to the end of June 2023: <ul style="list-style-type: none"> <li>• For people where their gender was known, 932 were male; 311 people were female; 8 were non-binary; and 5 identified as a gender not listed.</li> <li>• For people where their ethnicity was known, 194 people (13%) were from Black, Asian and minoritised ethnic groups.</li> <li>• For people where their nationality was known, 1,152 people (75%) were from the UK (including Republic of Ireland); 247 people (16%) were from the European Economic Area (EEA) (including Switzerland); and 122 people (8%) were from countries outside the UK and EEA.</li> <li>• For people where religion was known, 437 (61%) had no religion, 195 (27%) were Christian, 47 (7%) were Muslims, 8 (1%) were Hindu, 4 (1%) were Buddhist, 1 person (0.1%) was Jewish and 24 (3%) had a religion that was not listed.</li> <li>• 184 people (10%) described themselves as disabled. Of these people, 135 (74%) identified their disability type as 'mental health', 52 (28%) as 'mobility', 18 (10%) as 'learning disability', 9 (5%) as 'autistic spectrum', 7 (4%) as 'hearing impairment' and 31 (17%) as 'other disability'. It is believed in the sector that rates of reported disability significantly underestimate the levels of disability.</li> <li>• For people with sexual orientation that was known, 898 (94%) identified as heterosexual, 32 (3%) as bisexual, 10 (1%) as gay or lesbian, 7 (1%) as queer and 5 (1%) as a sexuality not listed.</li> </ul>
<b>Engagement - One 25, Shelter and Keeping Bristol Safe Partnership Domestic Abuse and Sexual Violence Survivors’ Forum</b>	Following lived experience engagement sessions with Shelter, the One25 Bridging Gaps group and the Keeping Bristol Safe Partnership Domestic Abuse and Sexual Violence Survivors’ Forum we know that women who are homelessness are more likely to have complex needs – this includes in relation

	to sex work and domestic abuse.
<b>Engagement</b> - Ashley Community Housing and Bristol Refugee and Asylum Seeker Partnership	Following lived experience sessions with migrants and people seeking asylum we know that they are more likely to face additional barriers in relation to language, access to information and additional difficulties in relation to securing references in the private rented sector.
<b>Additional comments:</b> This data outlines the existing impact of homelessness and rough sleeping in the city and its disproportionate impact on certain groups, including those with protected characteristics. The Homelessness and Rough Sleeping Strategy 2025-2030 will look to mitigate this impact and prevent homelessness and rough sleeping in the city – including its underlying causes.	

## 2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

## 2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

We know there are gaps in local diversity data, especially where this has not historically been included in statutory reporting. Census data is currently collected every 10 years. The ONS has also published mid-2020 population estimates. Gaps in data will exist as it becomes out of date or is limited through self-reporting. Engagement sessions conducted by council officers with stakeholders, including those with lived experience, highlighted the issue of 'hidden homelessness' which appears to disproportionately apply to women who may not be as visible or choose not to declare themselves homeless – and therefore not represented in existing data.

The Action Plan identifies an action to continue the ongoing review and analysis of information and data that the council gather in relation to homelessness. The action plan also identifies the need to improve access to surveillance data sources and deliver consistency and completeness in identifying people experiencing homelessness in available data sources.

## 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing a change process or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

- The Homelessness and Rough Sleeping Strategy 2025-2030 was shaped by a multi-agency steering group which includes membership from both statutory and voluntary services from across the city. Members of the group include:
  - Ashley Community Housing

- BNSSG ICB
  - St Mungos
  - Changing Futures
  - 1625IP
  - InHope
  - One25
  - SARI
  - Housing Matters
  - Caring in Bristol
  - Shelter
  - Second Step
  - Sovereign Network Group (SNG), formerly Sovereign Housing Association
- Prior to formal consultation, a significant amount communication with key stakeholders citywide took place in relation to homelessness and rough sleeping. As part of the engagement, council officers ran 13 different workshops and listening exercises which resulted in these officers speaking to over 170 different colleagues, professionals, volunteers and people with lived experience of homelessness. Stakeholders, including those that facilitated engagement with lived experience groups, included:
    - Bristol Homelessness Forum
    - Food on the Streets
    - Logos House staff
    - Independent Futures – Changing Futures Bristol lived experience group
    - Shelter – lived experience women’s group
    - 1625 Independent People – lived experience young persons group
    - Housing Matters Advisory Board
    - One25 - Bridging Gaps lived experience women’s group
    - Ashley Community Housing (ACH) and Bristol Refugee and Asylum Seeker Partnership (BRASP) – lived experience refugee and asylum seekers group
    - Domestic Abuse and Sexual Violence Survivor Forum – lived experience (Keeping Bristol Safe Partnership)
  - The Homelessness and Rough Sleeping 2025-2030 strategic priorities and objectives went out for public consultation between August 2024 and October 2024. The initial response rate to the consultation was low, especially from specific groups such as Black, Black British, Caribbean, or African people, Asian or Asian British people, Gypsy, Roma, Traveller people, Muslims, and Asylum Seekers and Refugees. Because of this, the decision was taken to extend the consultation for three additional weeks to try and increase input.
  - To increase responses from those disproportionately impacted by homelessness, once re-opened, the consultation was proactively shared with networks, organisations that work with under-represented groups, paper copies distributed to key locations, and shared in newsletters. Although the extension did increase response rates, including from the specific groups listed, there are still several areas of under-representation in terms of response rate relative to percentage of the Bristol population, including amongst Muslims, Black, Black British, Caribbean, or African people, and Asian or Asian British people. A full break down of equalities monitoring was added to the consultation report. Council officers have utilised national data, consultation responses, engagement session feedback and the qualitative data collated to incorporate the different experiences of homelessness for those with protected and combined characteristics. The strategies accompanying action plan will be reviewed annually and equalities considerations reviewed each year.

## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

The multi-agency steering group that have been consulted during the development of this strategy will continue to meet, monitor, and evaluate the accompanying action plan. A meeting to discuss the logistics, timing and membership of this group going forward is due to take place. The group will continually review where input can be gained from different groups and incorporate relevant actions into the action plan.

### Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

#### 3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

<b>GENERAL COMMENTS</b> (highlight any potential issues that might impact all or many groups)	
<p>Homelessness and rough sleeping is linked with a range of issues - poor physical and mental health, drug and alcohol misuse, offending, domestic abuse, crime and anti-social behaviour. Homelessness and rough sleeping also disproportionately impacts certain equalities groups in society. The Homelessness and Rough Sleeping Strategy 2025-2030 looks to reduce homelessness and rough sleeping by focusing on prevention, increasing the supply of, and access to, suitable accommodation, working in partnership, and helping people move forward after experiencing homelessness. As a result, the strategy will look to have an overall positive impact on health and wellbeing, the disproportionate experiences faced by equality groups, and help alleviate some of the most negative aspects of austerity and socio-economic disadvantage.</p> <p>While we expect this strategy to have positive impacts on people with protected characteristics, we are aware of existing disparities, outlined below.</p>	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.</p> <p>However, the Homelessness Review 2024 outlines that people aged 22-29 are the second largest cohort of households where a prevention or relief duty was accepted – behind the 30-39 cohort.</p> <p>The number of people aged 18-25 who have slept rough each month in Bristol has been reported since October 2022. In this period, an average of 5 people slept rough each month with a high point of 9 people in October 2022. On average, this equates to 4% of the total monthly rough sleeping population. An average of 0.5 people aged under 25 who were also care leavers slept rough each month in this period.</p>
Mitigations:	Please see general comments above outlining how the strategy aims to reduce homelessness and rough sleeping.
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.

	Engagement with sector stakeholders and those with lived experience did suggest that we are seeing an increase in older people sleeping rough. This brings with it significant health impacts. The <a href="#">Bristol Living Rent Commission</a> found that in Bristol we are seeing an increase in older people renting privately – with end of private rented tenancy the largest cause of homelessness in Bristol currently.
Mitigations:	Please see general comments above outlining how the strategy aims to reduce homelessness and rough sleeping.
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.  The Bristol Street Outreach Engagement Service found in the 12 months to the end of June 2023 that 184 people sleeping rough (10%) described themselves as Disabled. Of these people, 135 (74%) identified their Disability type as 'mental health', 52 (28%) as 'mobility', 18 (10%) as 'learning disability', 9 (5%) as 'autistic spectrum', 7 (4%) as 'hearing impairment' and 31 (17%) as 'other disability'. Engagement sessions and existing research suggests that rates of reported Disability significantly underestimate the actual levels of Disability.  Poverty is also a key risk factor for homelessness and the Bristol Homelessness Review 2024 found that in 2022-2023 the second highest levels of people struggling financially were reported amongst Disabled people (25.7%).
Mitigations:	Please see general comments above outlining how the strategy aims to reduce homelessness and rough sleeping.
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.  The Bristol Street Outreach Engagement Service found in the 12 months to the end of June 2023 that, for people where their gender was known, 932 of the people who were engaged with by the Bristol Street Outreach Service were male; 311 people were female; 8 were non-binary; and 5 identified as a gender not listed.
Mitigations:	Please see general comments above outlining how the strategy aims to reduce homelessness and rough sleeping.
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.  The Bristol Street Outreach Engagement Service found that in the 12 months to the end of June 2023 for people with sexual orientation that was known, 898 (94%) identified as heterosexual and were sleeping rough, 32 (3%) as bisexual, 10 (1%) as gay or lesbian, 7 (1%) as queer and 5 (1%) as a sexuality not listed.
Mitigations:	Please see general comments above outlining how the strategy aims to reduce homelessness and rough sleeping.
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.
Mitigations:	N/A
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.
Mitigations:	N/A
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.



	<p>The Bristol Homelessness Review 2024 found that poverty is a key risk factor for homelessness: by equality groups, in 2022-23, the highest levels of people struggling financially were reported amongst people of Black ethnicity (27.0%)</p> <p>There have not been significant changes in the proportion of different ethnic groups represented between 2018 and 2022-23 (where a relief duty has been accepted). There remains a significant over-representation of people from Black, Asian and minority ethnic groups, representing 18.9% of the population, but 31.1% of relief duty acceptances (2022). An increase in the number of cases where ethnicity is recorded as: 'Don't know/refused' indicates a lack of capacity or a training of staff at the point of registration.</p> <p>In relation to sleeping rough, the Bristol Street Outreach engagement service working with people sleeping rough found that for the 12 months to the end of June 2023, for people where their ethnicity was known, 194 people (13%) were from Black, Asian and minoritised ethnic groups.</p>
Mitigations:	Please see general comments above outlining how the strategy aims to reduce homelessness and rough sleeping.
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.</p> <p>In relation to sleeping rough, the Bristol Street Outreach engagement service working with people sleeping rough found that for the 12 months to the end of June 2023, for people where religion was known, 437 (61%) had no religion, 195 (27%) were Christian, 47 (7%) were Muslims, 8 (1%) were Hindu, 4 (1%) were Buddhist, 1 person (0.1%) was Jewish and 24 (3%) had a religion that was not listed.</p>
Mitigations:	Please see general comments above outlining how the strategy aims to reduce homelessness and rough sleeping.
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.
Mitigations:	N/A
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.</p> <p>In 2022-23, on average, 10.2% of people in Bristol said they were struggling financially, higher than the previous year (8.7%) and significantly higher than 2 years ago (6.8%). However, when looked at by ward, deprivation and equality group, we see significant variances across the city. More than one in six people (17.5%) living in the 10% most deprived areas of Bristol said they were struggling financially, compared to 2.6% of people living in the 10% least deprived areas of Bristol.</p> <p>By Equality groups, in 2022-23, the highest levels of people struggling financially were reported amongst people of Black ethnicity (27.0%), single parents (23.0%) and disabled people (25.7%).</p>
Mitigations:	Please see general comments above outlining how the strategy aims to reduce homelessness and rough sleeping.
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.

Mitigations:	N/A
<b>Other groups</b> [Please add additional rows below to detail the impact for any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
Potential impacts:	No negative impacts identified from adopting the Homelessness and Rough Sleeping Strategy 2025-2030.  Some populations that are not typically well represented in data and research, such as refugees and asylum seekers and people experiencing homelessness and are likely to also face increased risk from rising cost of living.
Mitigations:	Please see general comments above outlining how the strategy aims to reduce homelessness and rough sleeping.

### 3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our [Public Sector Equality Duty](#) to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Overall, the impact of this revised Homelessness and Rough Sleeping Strategy will be positive for those currently experiencing homelessness and rough sleeping or potentially facing such challenging circumstances in the future – this includes those with protected characteristics who can be disproportionately impacted, as outlined in section 2.1.

The Action Plan that accompanies the strategy outlines how the council is meeting the strategic priorities and objectives outlined in the strategy. These will look to mitigate the existing impact of homelessness and rough sleeping in the city and will be reviewed annually.

## Step 4: Impact

### 4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

#### Summary of significant negative impacts and how they can be mitigated or justified:

There are no negative impacts from implementing the strategy but there are existing disproportionalities in the experience of those currently facing homelessness or rough sleeping. Such disproportionalities are listed in section 3.1. By reviewing the Action Plan annually the council will be able to monitor progression towards achieving the objectives that sit under the strategies priorities.

#### Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

The Strategy outlines four strategic priorities that will guide the council's response to tackling homelessness and rough sleeping. These were developed following engagement with a range of stakeholders including people with lived experience. These priorities are:

1. Prevention – Embedding a homelessness prevention culture in Bristol.
2. Accommodation – Increase supply of, and access to, accommodation.
3. Working in Partnership – Develop a well-connected, well trained and resilient sector.
4. Helping people move forward – Reduce the number of people in crisis.

The objections that fall under these priorities alongside the actions outlined in the accompanying Action Plan outline what the council is doing to meet the priorities. These will look to mitigate the existing impact of homelessness and rough sleeping in the city and its disproportionate impact on certain groups.

## 4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
We will use the existing data we collect to identify trends and possible gaps in service delivery – and adapt our services accordingly based on what this shows	Simon Blakemore	To be reviewed annually as part of the H&RS Action Plan
Continue the ongoing review and analysis of information and data that the council gather in relation to homelessness.	Simon Blakemore	To be reviewed annually as part of the H&RS Action Plan
We will Co-produce our services, strategies, interventions and information with people with lived experience - to provide a more personalised, inclusive approach.	Hywel Caddy	To be reviewed annually as part of the H&RS Action Plan
Continue to focus on delivering nuanced approaches to different cohorts, including young people, people leaving institutions (prison release, hospital discharge), people leaving the Private Rented Sector (PRS), care leavers, families at risk of homelessness and those left homeless due to family breakdown. There will also be a particular emphasis on tackling cases of long term and/or repeat homelessness.	Julie Matthews	To be reviewed annually as part of the H&RS Action Plan
Work with people with lived experience of homelessness - to provide a more personalised, inclusive approach to the overall quality of the services provided. This will include implementing a trauma informed approach and examining and improving the way we involve people with lived experience, including those with complex needs and mental health issues, in the way we design our services.	Hywel Caddy	To be reviewed annually as part of the H&RS Action Plan
<p>Ensure that homelessness services are accessible and effective for all our citizens and are appropriate for groups in the community who may be disproportionately vulnerable to homelessness (with specific services offered where required)</p> <p>This will include improving client access to services and ensuring equality impact assessments are completed annually for our commissioned and internal services.</p>	Simon Blakemore/Hywel Caddy	To be reviewed annually as part of the H&RS Action Plan
Ensure information and communication about homelessness services are compliant with the council's new Accessible Communications Policy	Simon Blakemore	To be reviewed annually as part of the H&RS Action Plan
Through the Homelessness Transformation Programme roll out council-wide training in the form of an e-learning module, to raise awareness of how people across the organisation can identify clients at risk of homelessness, and how they can signpost them to relevant support.	Joanne White	To be reviewed annually as part of the H&RS Action Plan

Improvement / action required	Responsible Officer	Timescale
Explore how information can be shared in a form that young people can easily engage with, particularly given lack of knowledge navigating situations and services.	Tim Covington	To be reviewed annually as part of the H&RS Action Plan
Evaluate and adapt housing pathways (including supported housing) to ensure they meet the needs of those living with complex needs as well as new/emergent client groups. Where people's needs are not met by current housing pathways, we will work with other departments to develop services that respond to the needs of this client group. Particularly working with Adult Social Care and children's services.	Andrew Linton	To be reviewed annually as part of the H&RS Action Plan
Further develop services using evidence-based approaches with existing and emerging client groups and specifically target clients experiencing multiple disadvantages.	Simon Blakemore	To be reviewed annually as part of the H&RS Action Plan
Align efforts and resources with partners across the city to tackle homelessness and rough sleeping. This includes the NHS, health partners, Clinical commissioners, Children and Family Services, ASC, Police/Probation, and prison services and Health and Wellbeing services through representation and participation on relevant Boards.	Paul Sylvester/Hywel Caddy	To be reviewed annually as part of the H&RS Action Plan
Look to ensure each service has at least one priority on preventing homelessness and a related KPI	Paul Sylvester	To be reviewed annually as part of the H&RS Action Plan
Develop an equalities impact plan considering existing disproportionalities in the experience of those currently facing homelessness or rough sleeping - including those with protected characteristics	Simon Blakemore	To be reviewed annually as part of the H&RS Action Plan

### 4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.


All Bristol City Council directorates are signed up to the delivery of the Homelessness and Rough Sleeping Strategy 2025-2030. Alongside this strategy, the council will publish an annual action plan outlining the key activity taking place to progress the priorities and objectives each year.

The action plan will identify who is responsible for the completion of specific tasks and outline timescales for delivery. A multi-agency steering group that have been consulted during the development of this strategy will continue to meet, monitor and evaluate the plan regularly. Internally, the strategy and yearly action plan will be brought to the council's Corporate Leadership Board and Homes and Housing Delivery Policy Committee for review each year.

## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director<sup>1</sup>.

<sup>1</sup> Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.

<p><b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i></p>	<p><b>Director Sign-Off: Fiona Lester – Interim Director Housing and Landlord Services</b></p> 
<p>Date: 26/11/2024</p>	<p>Date: 03/12/2024</p>