

Equality Impact Assessment [version 2.12]



Title: 2025/26 grant allocations for Homelessness and Rough Sleeping services	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	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.

To seek approval to accept and spend Bristol's 2025/26 grant allocations for:

- The Homelessness Prevention Grant
- The Accommodation for Ex-offenders (AFEO) scheme
- The Rough Sleeping Accommodation Programme (RSAP)
- Single Homelessness Accommodation Programme (SHAP)
- Rough Sleeping Initiative (RSI)

The total grant allocation is estimated to be c.£8,135,350.

An overview of how each grant is utilised is outlined in the table below:

Name of grant / funding source	Service (s) provided
The Homelessness Prevention Grant	<ul style="list-style-type: none"> • Additional resources to work with an increasing number of households that are homeless and to carry out the enhanced duties of the Homelessness Reduction Act 2017, with the aim of preventing homelessness and reducing Temporary Accommodation (TA). • Pay for initiatives that increase access to affordable housing. • Pay for higher quality and cost-effective supported housing as an alternative to expensive TA. • Directly cover some costs of TA (Housing Benefit subsidy loss).
The Accommodation for Ex-offenders (AFEO) scheme	<ul style="list-style-type: none"> • Support and accommodation to help ex-offenders who have been in prison in the last 12 months move into private-rented tenancies.

Rough Sleeping Accommodation Programme (RSAP)	<ul style="list-style-type: none"> To deliver approximately 150 units of secure move on housing, available as long-term assets, and with accompanying support services to achieve a sustainable reduction in rough sleeping.
Single Homelessness Accommodation Programme (SHAP)	<ul style="list-style-type: none"> To deliver 30 x Housing First properties and contributing to the continuation of services within the Adult Homelessness Pathways.
Rough Sleeping Initiative (RSI)	<ul style="list-style-type: none"> Prison Release Posts Joint funding of Offender Housing Options Worker Rough Sleeper Prevention Service HMO Cluster (House of multiple occupants) Rapid Intervention / Lower Needs Floating Support Service 3 x Embedded HPT (Homelessness Prevention Team) Advisors Community-based Prevention worker Respite rooms (subject to agreement around model and funding with providers and Public Health). A single Rough Sleeping Navigators Service Young Persons Navigator Target Priority Group (TPG) Workers Higher Needs Floating Support Service Welfare Benefits Link workers x 2 Restricted Eligibility Specialist Support High Stability Housing extension Surge Response Homeless Move On social work team Rough Sleeping Private Rented Sector Team Rent in Advance Employment Support for Rough Sleepers High needs ex-offender accommodation Client spend for various services BCC Coordination

1.2 Who will the proposal have the potential to affect?

<input 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"/> Yes	<input type="checkbox"/> No	[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 \(bristol.gov.uk\)](http://bristol.gov.uk)

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.

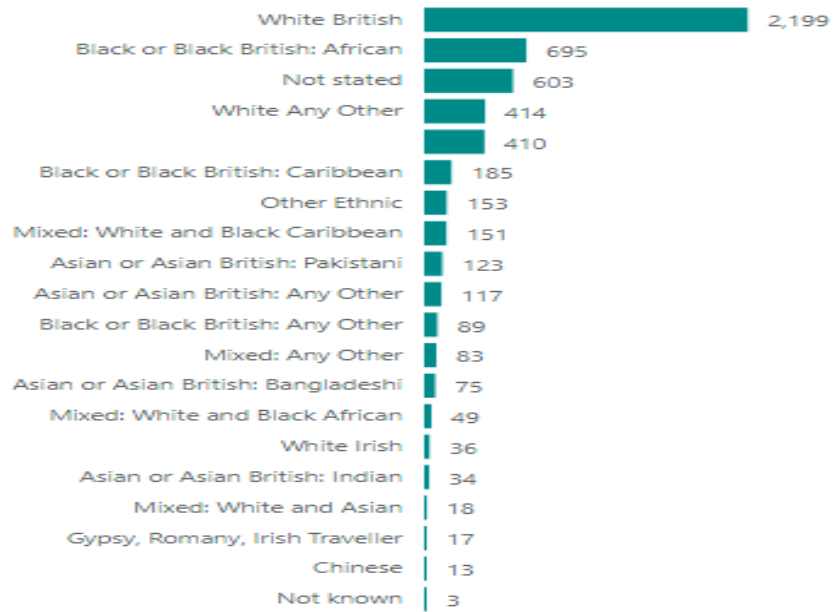
Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](http://sharepoint.com). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](http://bristol.gov.uk); [Joint Strategic Needs Assessment \(JSNA\)](http://bristol.gov.uk); [Ward Statistical Profiles](http://bristol.gov.uk).

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 \(sharepoint.com\)](http://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](http://bristol.gov.uk) and [Stress Risk Assessment](http://bristol.gov.uk)

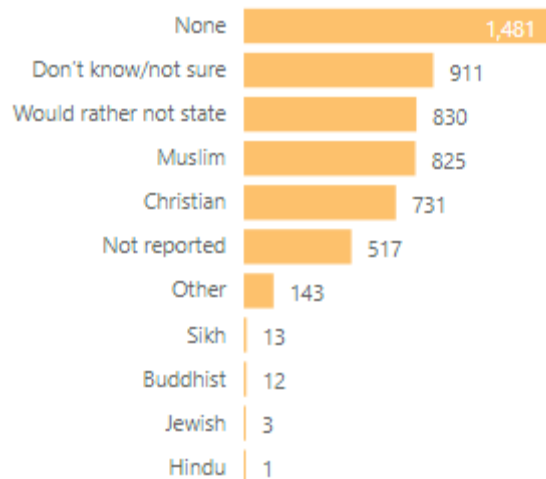
Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Housing Support Register	<p>Case specific database for at risk and vulnerable citywide Homelessness prevention placements</p> <p>Equalities data on all those currently in an HSR-Supported Accommodation service (for families, the data is for the lead household member) – 1374 people</p> <p><u>Gender identity</u></p> <p>Male – 60.3%</p> <p>Female – 37.2%</p> <p>Transgender – 0.5%</p> <p>Non-Binary – 0.2%</p> <p>Prefer not to say – 0.2%</p> <p>Don't Know – 1.7%</p> <p><u>Age Range</u></p> <p>16-17 – 1.1%</p> <p>18-25 – 23.6%</p> <p>26-35 – 26.6%</p> <p>36-40 – 13.5%</p> <p>41-50 – 24.7%</p> <p>51-60 – 9.3%</p> <p>61+ - 1.2%</p> <p><u>Ethnicity</u></p> <p>White British – 27.3%</p> <p>White Irish – 0.7%</p> <p>White European – 0.3%</p> <p>Eastern European – 0.9%</p> <p>Any other white background – 4.4%</p> <p>Black/Black British – African – 9.6%</p> <p>Black/Black British – Caribbean – 4.5%</p> <p>Black/Black British – Somali – 1.7%</p> <p>Black/Black British – Other – 1.6%</p>

	<p>Any other Black/African/Caribbean background – 0.6%</p> <p>Asian/Asian British – Bangladeshi – 0.6%</p> <p>Asian/Asian British – Chinese – 0.1%</p> <p>Asian/Asian British - Indian – 0.3%</p> <p>Asian/Asian British – Pakistani – 2%</p> <p>Asian/Asian British – Other – 1.1%</p> <p>Any other Asian background – 0.3%</p> <p>Arab – 1.7%</p> <p>Mixed/Dual Heritage – White+Black African – 0.8%</p> <p>Mixed/Dual Heritage – White+Black Caribbean – 3.9%</p> <p>Mixed/Dual Heritage – White+Asian – 0.4%</p> <p>Any other mixed/multiple ethnic background – 0.9%</p> <p>Gypsy/Irish Traveller – 0.1%</p> <p>Any other ethnic group – 3%</p> <p>Prefer not to say – 0.4%</p> <p>Don't Know – 32.8%</p> <p><u>Religion/Beliefs</u></p> <p>Christian – 10.8%</p> <p>Muslim – 14.4%</p> <p>Buddhist – 0.2%</p> <p>Hindu – 0.1%</p> <p>Sikh – 0.1%</p> <p>Other – 1.9%</p> <p>No Religion – 40%</p> <p>Prefer not to say – 3.1%</p> <p>Don't Know – 28.7%</p> <p><u>Sexual orientation</u></p> <p>Heterosexual – 74.2%</p> <p>Gay/Lesbian – 1.4%</p> <p>Bi-sexual – 2.3%</p> <p>Other – 1.1%</p> <p>Prefer not to say – 5.5%</p> <p>Don't Know – 15.6%</p> <p><u>Consider yourself Disabled?</u></p> <p>Yes – 11.1%</p> <p>No – 75.3%</p> <p>Prefer not to say – 1.2%</p> <p>Don't Know – 4.7%</p>
Abritas	<p>Case specific database for citywide Homelessness Prevention Service to capture those assessed under the Homelessness Reduction Act. The data below relates to homelessness applications in the last 12 months. For data on Disability – more than one category may be chosen.</p>

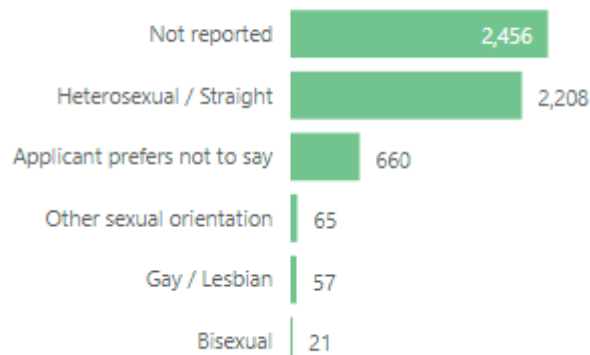
Ethnicity



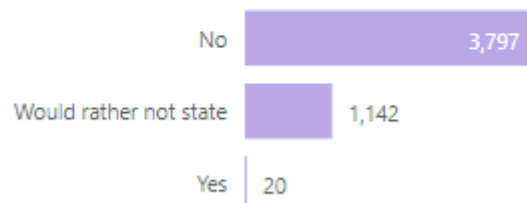
Religion



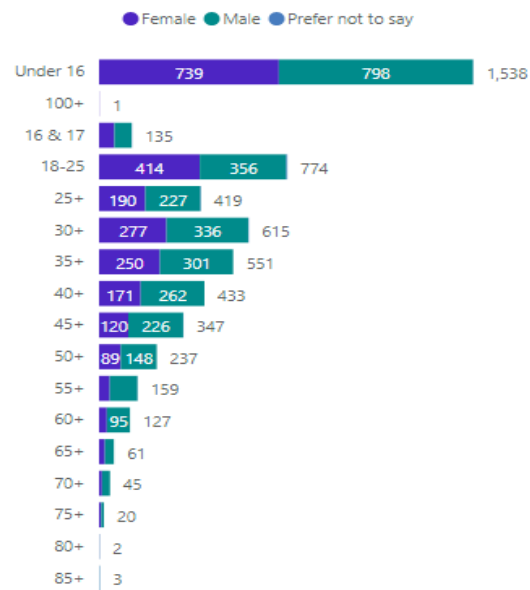
Sexual orientation



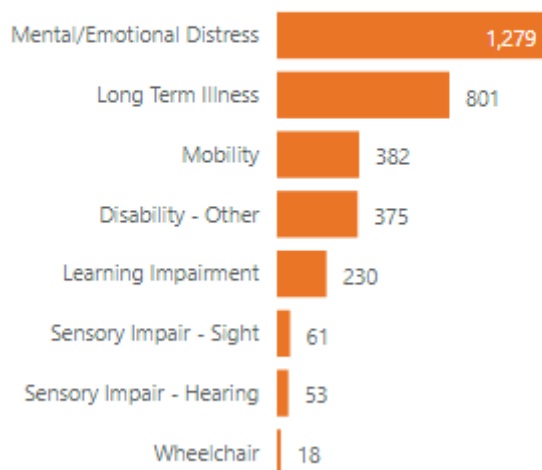
Transgender



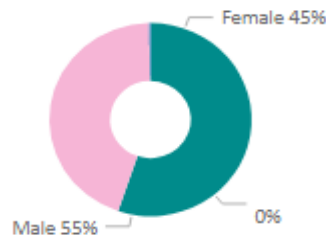
Household members distribution by ...



Disability*



Gender distribution



Joint Strategic Needs Assessment	Citywide quarterly data, population, housing, health								
National Statistics (Department of Levelling up Housing & Communities)	National Homelessness Data from quarterly returns by local government through H-CLIC returns Statutory homelessness in England: April to June 2022 - GOV.UK (www.gov.uk)								
Rough Sleeping snapshot	Citywide monthly and annual street count								
Population -Bristol Key Facts 2021 (March 2021 Update)	<p>The population of Bristol is estimated to be 465,900 and is expected to increase over the 25-year period (2018-43) to 532,700. This is a 15% increase and is higher than the 10% increase forecast for England. The proportion of the population who are not 'White British' has increased from 12% to 22% of the total population.</p> <p>The population of Bristol has become increasingly diverse and some local communities have changed significantly. There are now at least 45 religions, at least 187 countries of birth and at least 91 main languages spoken. Bristol has a relatively young age profile with more children aged 0-15 than people aged 65 and over.</p> <p>Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1% (Hartcliffe, Withywood and Lawrence Hill).</p>								
Housing - Bristol Key Facts 2021 (March 2021 Update)	<p>There are 203,490 homes in Bristol, and the average house price £309,800 against an England average of £261,900. Bristol earnings are similar to the national average resulting in affordability issues. The high cost of housing drives higher rents, meaning that housing outside of the social rented sector is becoming increasingly unaffordable.</p> <p>Bristol's tenure mix is 53% Owner Occupied, 29% Private Rented and 18% Social Rented</p>								
Equalities Data (April 2023 Briefing Note)	Comprehensive data on equalities in Bristol.								
<u>Bristol Quality of Life Survey 2023-24</u>	<p>The Quality of Life (QoL) survey is an annual random sample of the Bristol population. The latest survey results show that inequality and deprivation still impact nearly every aspect of people's lives measured in the survey.</p> <p>The Quality of Life 2023/24 data dashboard shows which indicators, wards, and demographic groups are performing better or worse than the Bristol average. For instance, it reveals significant differences in how people's characteristics and circumstances affect their ability to manage financially.</p> <table border="1"> <thead> <tr> <th>Quality of Life 2023-24 Indicator:</th> <th>% who find it difficult to manage financially</th> </tr> </thead> <tbody> <tr> <td>Bristol Average</td> <td>10.4</td> </tr> <tr> <td>10% most deprived</td> <td>20.9</td> </tr> <tr> <td>16 to 24 years</td> <td>17.0</td> </tr> </tbody> </table>	Quality of Life 2023-24 Indicator:	% who find it difficult to manage financially	Bristol Average	10.4	10% most deprived	20.9	16 to 24 years	17.0
Quality of Life 2023-24 Indicator:	% who find it difficult to manage financially								
Bristol Average	10.4								
10% most deprived	20.9								
16 to 24 years	17.0								

50 years and older	6.5
Disabled people	21.5
Asian/Asian British	20.2
Black/Black British	24.0
Mixed/Multiple ethnic groups	20.9
Black, Asian and minoritised ethnic groups	22.0
White minoritised ethnic groups	10.4
White British	8.7
Female	10.9
Male	9.9
LGB+	14.8
Trans	16.3
Christian	8.2
Other religion	24.7
No religion or faith	9.9
Rented from housing association	26.0
Rented from private landlord	18.2
Rented from the council	29.2
All carers	13.2
Single parents	30.0
No qualifications	13.7

Group	Percentage
Bristol Average	80.6
10% most deprived	82.6
16 to 24 years	68.2
50 years and older	88.7
Disabled	76.1
Asian/Asian British	76.5
Black/Black British	64.7
Mixed/Multiple ethnic groups	70.1
Black, Asian and Minority Ethnic	71.8
White Minority Ethnic	71.0
White British	83.4
Female	80.8
Male	80.4
LGB+	72.4
Trans	68.0
Christian	85.6
Other religion	75.4

Quality of Life 2023-24
Indicator:

% satisfied they
can stay in their
home for as long
as they choose to

No religion or faith	78.8
Rented from housing association	72.3
Rented from private landlord	53.9
Rented from the council	81.4
All carers	82.1
Single parents	70.1
No qualifications	82.5

Additional comments:

The latest national statistics (2020-21) indicate that homelessness has disproportionately affected certain communities, with single households, young people, and people of colour (especially Black/Black British people) who have seen the greatest increases.

National statistics show 84.9% of the overall population is White British, compared to 69.6% of people experiencing or at risk of homelessness. Black/Black British is the most overrepresented ethnic group comprising 9.7% of those owed a homelessness duty. In Bristol these national figures are broadly replicated with 16% of the population who are Black, Asian and minority ethnicity, compared to 30-40% of homeless acceptances between 2012 and 2018.

Comparing application data from Abris over the last 12 months to the Bristol Census 2021 data shows that 'Asian/Asian British' are both 6.6% of homeless applicants and 6.6% of the total Bristol population. In contrast Black/Black British make up 5.9% of the Bristol population and 18% of homeless applicants and are therefore overrepresented. Mixed or 'multiple ethnic groups' are 5.5% of homeless applicants compared to 9% of the population, and White Other are 8.5% of homeless applicants compared to 9.5% of the Bristol population. Both of these broad ethnic groups are therefore underrepresented amongst homeless applicants, in particular people listing a mixed ethnic group. White British applicants are also underrepresented, with 40% of homeless applicants compared to 71.6% of the Bristol population.

It should be noted that for 11% of applicants an ethnicity was not stated or not known, therefore there are limitations in comparing this data to the Census 2021 data. However, it is certainly evident that as with the national data, that Black/Black British is the most overrepresented broad ethnic group, and White British households are underrepresented.

For data recorded on Abris for homeless applications, there is inadequate data to compare these applicants to the Bristol data based on Religion or Sexual Orientation. 41% of applications have either don't know/not reported/rather not state as the answer for Religion, meaning it cannot reasonably be measured against Bristol population level data to analyse if certain groups are under or overrepresented. For the sexual orientation category this is even higher, as 57% of homeless applicants on Abris have unreported or not stated in the data. For answering whether they were transgender, 23% of applications did not state an answer. Both these categories have substantially higher levels of not known/not reported/did not state than the Census 2021 data, where 8.48% did not answer a category for sexual orientation, and 6.73% for the gender identity question.

Looking at the data recorded for applications by Disabled people there were 3199 people who identified as being Disabled people but as noted at the top of the Abris data set for homeless applications, more than one type of disability could be recorded per application. For example, a household may record mental/emotional distress and mobility issues. However, even with households recording in multiple categories, the data would suggest that households with a disability are overrepresented amongst homeless applicants. From the Census 2021, 19.4% of the Bristol population were Disabled people under the Equalities Act.

The Homelessness review tells us about 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).

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 checked="" 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.

There are gaps in diversity information - especially where personal and confidential information is voluntarily requested from staff. Our survey information may not be reliable because data collected is given voluntarily with a "prefer not to say" option.

We also know that there are gaps in our data relating to sexual orientation. We know that there are higher than average numbers of women and non-EU nationals represented in the Bristol rough sleeping population, but we do not currently know enough about the reasons why.

In general, we acknowledge that there are gaps in our knowledge about the future demands on homelessness services as it affects a range of equalities groups and will be looking to improve the range of equalities data we gather, both as a local authority and through the homelessness services we commission.

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 & Rough Sleeping Strategy 2019-24](#), which was informed by a full public consultation with external stakeholders and service users etc., underwrites the provision of statutory homelessness prevention services in the city. This strategy applies multi-agency governance that includes stakeholders and those with lived experience of homelessness. Note, an updated strategy is currently in progress and seeking contributions from local residents.

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.

Engagement with stakeholders takes place through the Reducing Rough Sleeping Partnership and the Bristol Homelessness Forum.

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.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
We have not identified any significant negative impact from this proposal. We expect the proposal to spend the grant funding will allow us to continue supporting those protected or relevant characteristic groups who are homeless or at risk of homelessness.	
While this proposal is likely to have a positive impact by continuing to provide high quality services to the increasing number of people sleeping on the streets of Bristol by promoting equality of health opportunity for households at risk of homelessness; we recognise that there are existing structural inequalities and specific issues affecting people in Bristol based on their characteristics. These are outlined below:	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Children and young people from the most deprived areas of Bristol have the poorest outcomes in health and education in terms of health, education, and future employment etc. We know that young people are overrepresented in homelessness data compared to the general population. 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.
Mitigations:	See general comments above.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	We must factor aging and the needs of older people into long term service designing. 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 Bristol Living Rent Commission 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:	See general comments above.
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	<p>The <u>national Disability employment rate</u> is 53.2%, compared to 82.0% for non-Disabled people.</p> <p>Disabled people should be empowered to make independent living choices and have a say in access to service provision.</p> <p>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%).</p>
Mitigations:	See general comments above.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>Women statistically still hold the majority of caring responsibilities for both children and older relatives.</p> <p>Men and boy's health is in general poorer than that of women and girls.</p> <p>A higher proportion of boys have physical impairments and more boys than girls have diagnosed mental health disorders and learning difficulties.</p>
Mitigations:	See general comments above.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Research has shown that LGBT+ people are more likely to be living with long-term health conditions, are more likely to smoke, and have higher rates of drug and alcohol use.
Mitigations:	See general comments above.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	We have not identified any potential impacts on the basis of pregnancy and maternity.
Mitigations:	See general comment above.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Research has shown that LGBT+ people are more likely to be living with long-term health conditions, are more likely to smoke, and have higher rates of drug and alcohol use.
Mitigations:	See General comments above
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Bangladeshi, Pakistani, and Black ethnic groups are more likely to live in deprived neighbourhoods; and the same groups and Chinese ethnicities are about twice as likely to live on a low income and experience child poverty compared to White groups. Black, Asian and minoritised ethnic households are less likely to own their home and more likely to live in overcrowded housing and intergenerational households. Bangladeshi and Pakistani groups are more likely to live in multi-family households. 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.
Mitigations:	See General comments above
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	We have not identified any potential impacts on the basis of religion or belief.
Mitigations:	N/A
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	We have not identified any potential impacts on the basis of marriage and civil partnership
Mitigations:	N.A
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill. In Bristol 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 17,900 children and 7,800 older people. 25,450 households in Bristol are estimated to experience fuel poverty; this constitutes 12.8% of all households "fuel poor" (national average 13.1%). 8.3% of households have experienced moderate to severe food insecurity, rising to 18.9% in the most deprived areas of the city (QoL 2023-24) 40.7% of people in Bristol are dissatisfied with the way the Council runs things, but this is 54.5% for people living in the most deprived areas of the city (QoL 2023-24). The inequalities gap in life expectancy between the most and least deprived areas in Bristol is 9.9 years for men and 6.9 years for women.
Mitigations:	
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Being a carer can be a huge barrier to accessing services and maintaining employment
Mitigations:	
Other groups [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. We do know that 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:	The Homelessness and Rough Sleeping Strategy 2024-2029 involves steps to address this specific issue around data reliability.

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

We anticipate that by continuing to provide services and accommodation to those currently experiencing, or at risk of homelessness, service users will experience a positive impact. As evidence above suggests, people engaging with homelessness services are more likely to be from protected or relevant characteristic groups, so by renewing and increasing provision will directly benefit these groups.

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:
No significant negative impacts identified. However, we are aware of existing inequalities for protected characteristic groups in Bristol. These existing disparities will be mitigated through spending the grants on Homeless services as outlined in Section 1.1.
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
Continuing to provide high quality services to the increasing number of people sleeping on the streets of Bristol will promote equality of health opportunity for households at risk of homelessness.

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
To improve the equalities data relating to the future demands on homelessness services as it affects a range of equalities groups.	Paul Sylvester	Ongoing

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.

Impacts will be measured through quarterly reporting to MHCLG on homelessness presentation, homelessness preventions, households in Temporary Accommodation and households moving on into affordable housing. In addition to this the costs of Temporary Accommodation are monitored and reported on monthly.

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 Director¹.

Equality and Inclusion Team Review: Reviewed by Equality and Inclusion Team	Director Sign-Off: Fiona Lester, Interim Director Housing and Landlord Services
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¹ 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.



Date: 02/12/2024

Date: 20/12/2024