

Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Next Steps Accommodation Programme (NSAP)
Directorate and Service Area	Growth and Regeneration
Name of Lead Officer	Carmel Brogan

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

The proposal is for a use government funding to help reduce the number of people needing to sleep on the street. The immediate/interim programme is cover the cost of the emergency use of hotels and then moving people into a range of interim accommodation, including shared housing and self-contained temporary accommodation as well as longer-term tenancies (mainly at Imperial Apartments – a separate EQIA has been prepared for this development). The main programme will fund long-term move on accommodation with revenue support for at least first three years. The focus of the fund is on delivering supported move in accommodation, through the flexible sue of Local Authority stock, register provider stock, housing I the private sector or new build supply.

Step 2: What information do we have?

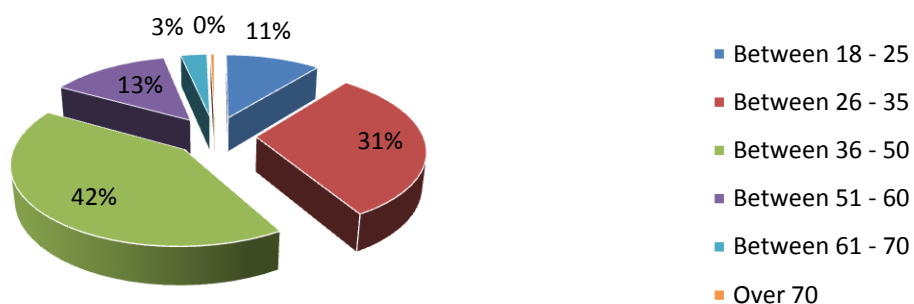
Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

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

The data below gives an outline of those recognised as rough sleeping or at risk of homelessness – this is the group that the NSAP is directly targeted for:

Age profile

Age Profile 2016-19: 1,975 individuals



The majority of people (over 70%) who have accessed the current Rough Sleeper Service between 2016-19 are aged between 26 and 50 years old. The number of **young people (18 to 25)** is 11% of the client group. Young people (up to the age of 25) are offered accommodation in the young people's pathway as this is often more appropriate for their needs and prevents them being exposed to older people with more complex needs who may take advantage of their vulnerability. There are rarely any people who are under 18 who access the service as they are immediately referred into social services and accommodated immediately through the Emergency Duty Team.

Only 3% of clients who have contact with the service are **61 years or older**. This partly reflects the vulnerability of people who end up sleeping on the streets and the complexity of their issues. The mean age at death was 45 years for men and 43 for women, far lower than for the general population, which is 76 years and 81 years for men and women respectively. This often reflects the impact of living on the streets and the trauma that many people experience in early life.

Gender

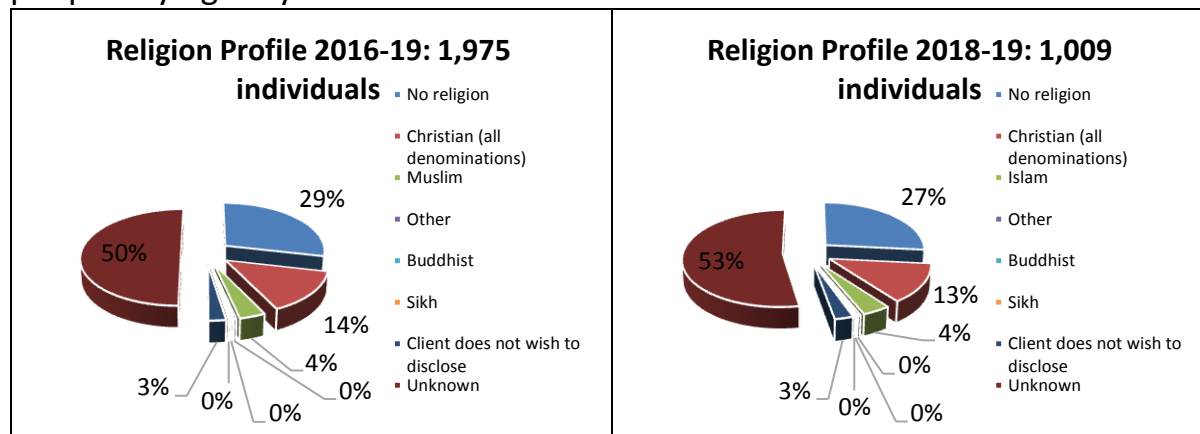
In the last year – compared to the average for the last three years - there has been a slight shift in the gender of people accessing the service with the number of female clients increasing to 18% of the total client group.

Ethnicity

Information from the Needs Analysis tells us that there are higher levels of Black/African/Caribbean/Black British people (11%), white other (13%) and lower levels of Asian/Asian British people engaging with the service compared to the Bristol population.

Religion

A significant number of people stated they had no religion, other or did not wish to disclose. In 2018-19 13% of people said they were Christian with 4% of people saying they were Muslim.



Disability

The majority of people on entry to the service responded to say that they were not disabled; indeed only 9% clearly stated that they were disabled. This maybe partially explained by stigma in acknowledging disability but could also be related to people not recognising mental health problems and learning difficulties as potential disabilities.

However, as noted above, this contrasts with a 2010 Health Needs Audit of 152 people in homelessness services or supported housing, whereby 59% said they experienced a long term physical health need or problem. We also know that in the adult supported accommodation pathways in 2018-19, 73% of people have mental health needs and 43% of people have physical health needs.

Sexual orientation

Information on sexual orientation does not reflect the level of 4% of LGBT* people in Bristol Quality of life Survey 2016¹. This reflects a need to assimilate in recommendations from the Stonewall 'Finding Safe Spaces' so that people feel safer in services in the city to feel confident to be open about their sexuality.

2.2 Who is missing? Are there any gaps in the data?

¹ Sexual Orientation and gender - 2015/16 Bristol Quality of Life Survey adult population

There is no data on marriage and civil partnership.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

Due to the very short timescale provided for submitted the NSAP bid, the main consultation has been with stakeholders directly involved in the homelessness sector fora. This has included IF group members (representatives of those with lived experience).

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

The location of the shared housing (HMO) options (which may have to be predominately in the outer fringes of Bristol) & Imperial Apartments (in South Bristol) may reduce the access to support networks for some Black, Asian and minority ethnicity clients².

There is nothing else in the proposals that has been identified at this stage as having an adverse impact on people because of their protected characteristics, although this will be further explored as the referral criteria and routes for accessing the supported move on accommodation are determined.

3.2 Can these impacts be mitigated or justified? If so, how?

Those placed in shared housing or at Imperial Apartments will have access to dedicated support services in the first few months to help ensure that local support networks, or other ways to gain appropriate support in the longer term to sustain tenancies, can be identified. We will also continue to look to increase the number of HMOs in neighbourhood with easier access to BAME support networks.

3.3 Does the proposal create any benefits for people with protected characteristics?

The dedicated support services will have an increased awareness of particular potential issues for some people with protected characteristic and for experienced support workers to help address/mitigate these.

² We have carried out a separate Equality Impact Assessment for Imperial Apartments (Parkview) <https://democracy.bristol.gov.uk/documents/s51656/Appendix%20E%20-%20EqIA%20Imperial%20Appartments%20Parkview%20development%20Final.pdf>

Additionally the following are being explored in the allocation criteria for supported move on:

1. Dedicated shared housing, and supported move on accommodation for women
2. Looking to achieve high quality standards in the new build and conversion and maximise the number of units that are accessible - which will be particularly beneficial to people who have a disability or access needs.
3. Providing two units for young people with No Recourse to Public Funds within dedicated young people's provision

3.4 Can they be maximised? If so, how?

The issue of maximising the number of accessible units can be highlighted with all the accommodation providers at this stage to ensure that this is not overlooked.

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

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

The short timescales provided for this particular bid have severely limited our ability to directly engage with service users and equality groups to inform the bid itself. However, previous EQIAs on the recommissioning of services have strongly influenced our approach to this particular programme such as awareness of the issues around provision for women, young people, and for those with disabilities has influenced the shape of the programme. We have also consulted service users through the IF group on the proposals.

4.2 What actions have been identified going forward?

The issue of maximising the number of accessible units will be highlighted with all the accommodation providers at this stage. We will also monitor the referral and allocation process into the supported move on accommodation and request that the accommodation/support providers produce an EQIA with

and action plan each year to improve access to services for all protected characteristic groups.

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

The EQIAs and action plans will be an integral part of the annual reviews of services.

Service Director Sign-Off:



Date: 09/10/2020

Equalities Officer Sign Off:

Reviewed by Equality and Inclusion Team

Date: 8/10/2020