



Equality Impact Assessment [version 2.9]

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| Title: Extensions for Preventing Homelessness Accommodation Pathways – adults (22+) | |
| <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 & Regeneration | |
| Service Area: Housing Options | Lead Officer role: Jeremy White, Commissioning Manager |

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.

For clarity and good governance, we are asking Cabinet to review and refresh their May 2017 decision giving delegated authority to the Strategic Director to extend and vary contracts for the Preventing Homelessness Accommodation Pathways – adults (22+). We are asking Cabinet to give delegated authority to the Executive Director for Growth and Regeneration to extend and vary the five contracts (for male only, men & women, women only, substance misuse housing and resettlement service) within the budget envelopes set out in the report.

- The contracts this report relates to are four preventing homelessness accommodation pathways which comprise a variety of accommodation services for adult single people who are homeless or threatened with homelessness, and one resettlement service that supports people upon leaving the pathways, to settle into longer-term independent accommodation outside the pathways.
- The Pathway 1 (men only services), Pathway 2 (mix accommodation), and Pathway 3 (women only services) contracts provide housing-related support to people who are homeless or at risk of homelessness, and present needs relating to multiple and complex needs including mental health, physical health, substance use, offending behaviour, past trauma, and issues around maintaining accommodation, managing finances, and living independently. This accommodation is delivered across four levels of support ranging from Level 1 24/7 hostel-based high support to Level 4 dispersed or shared housing with low support.
- The Pathway 4 (substance misuse) contract provides specific housing-related support to people who are on a journey to address their substance use issues through three stages: 24 units of preparation-intake housing; 65 units of preparation housing; 51 units of in-treatment or abstinent housing.
- The supported accommodation contracts within Pathways 1-3 provide a range of accommodation across four distinct pathways: 48 units for direct placement by the Outreach team in Level 1 services (Outreach Access Beds); 171 units of level 1 high support in shared hostel accommodation with staff on site 24/7; 89 units of Level 2 support in a mixture of shared houses and self-contained flats with staff on site during the

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day Monday to Friday; 91 units of Level 3 medium support in shared dispersed accommodation with clients receiving half a day support over a fortnight period on average; 329 units of Level 4 low support in a variety of shared hostel-based, dispersed and self-contained accommodation with clients receiving an hour of support per week on average.

- The pathways include 60 units of accessible/adapted accommodation for Disabled adults.
- The age focus of the Pathway is 22+ but people under the age of 22 who are not suitable for young peoples' services for contextual Safeguarding or other reasons associated with their safety, may be able to access the pathways.
- Pathway 3 (women only) includes 25 units of mother & baby accommodation.
- The support provided through these contracts is housing-related, enabling the adults to gain independence skills to allow them to move on, including money advice, benefits advice, and support around accessing education, training, and employment.

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 type="checkbox"/> The wider community |
| <input checked="" type="checkbox"/> Commissioned services | <input 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] |
|--|------------------------------------|-----------------|

A full Equality Impact Assessment was done in March 2017 which enabled Cabinet to make the decision to approve the commissioning plan and give delegated authority to the Director to procure services and extend the resulting contracts. This is a review of that EQIA, updated with equality and needs data from the commissioned and contracted services.

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: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

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](#).

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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 Form](#)

| Data / Evidence Source [Include a reference where known] | Summary of what this tells us |
|---|--|
| Full Equality Impact Assessment on the Preventing Homelessness Accommodation Pathways – adults (22+) (2017) | <p>The following actions were noted because of the 2017 EqIA:</p> <p>A bespoke monitoring spreadsheet was setup to ensure effective equalities monitoring that is required of all commissioned services, allowing for analysis of entry, outcome and complaints by protected characteristic, and the protected characteristics of staff.</p> <p>Measures were put into the procurement processes to ensure providers demonstrated robust equality policies, equality related training, would promote inclusive environment, LGBTQ+ awareness, Disability awareness, robust Safeguarding policies, and procedures.</p> <p>The pathways partnerships share best practice to ensure that services are non-discriminatory.</p> <p>The contracts require positive action in recruitment to ensure that the staff teams are representative of the service user group.</p> <p>Commissioners monitor representation in services and examine reasons if over representation occurs.</p> |
| Equality Monitoring data from the contracted supported accommodation services, contract management information. | <p>The demographic snapshot shows that at the midpoint in 2021-22 users of our supported accommodation services are 64% male and 36% female. This represents a shift towards more women being housed in the mixed gender and substance misuse pathways recently, however men using these services are slightly over-represented.</p> <p>Of the accommodation users, 24% have a physical disability. 20% are Black, Asian and minority ethnic. 8% are Muslim, 53% have no religion or belief.</p> <p>Communities that are over-represented in this supported accommodation category include those who are: male; Black, Asian and minority ethnic; and Muslim.</p> <p>Communities who are under-represented include those who are: female (30%); gender identity different</p> |

to that assigned at birth (less than 1%); Christian (17%); age 25 and under (10%).

The Housing Support Register gives us equality data about referrals and waiting lists for our services as well as refusals. We collect data about new placements, planned & unplanned departures, and refusals, so that we can look at the journey through the services. We know that in 2021 of adults newly placed in supported accommodation the following percentages were reported against the various protected characteristics:

Sex

- 66% male
- 33% female

Gender Reassignment

- Less than 1% gender identity different to that assigned at birth

Sexual Orientation

- 7% Lesbian, gay or bisexual

Disability

- 11% physical impairment
- 50% mental or emotional distress
- 4% learning-related needs
- 24% multiple complex needs

Race

- 27% Black, Asian and minority ethnic background
- 63% White background

Religion or Belief

- 17% Christian
- 8% Muslim
- 3% any other religion or belief
- 52% no religion

Age

- 10% 25 and under
- 71% 26 – 59
- 2% 60 and over

Pregnancy/Maternity

- 1% pregnant

The data for planned & unplanned departures and refusals does not show any notable representation issues.

Over the life of the contracts, providers and BCC staff have worked to ensure that psychologically informed

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| | <p>(also known as trauma-informed) practice underpins the service provision.</p> <p>There is a protocol and guidance in place for responding to incidents relating to hate crime, which is a crime typically involving violence, that is motivated by prejudice on the basis of ethnicity, religion, sexual orientation, or similar grounds.</p> |
| <p>Equality monitoring data from the contracted Resettlement Service.</p> | <p>We know that in 2021 of adults supported by the Resettlement Service, the following percentages were reported against the various protected characteristics:</p> <p><u>Sex</u></p> <ul style="list-style-type: none"> • 63% male • 35% female <p><u>Gender Reassignment</u></p> <ul style="list-style-type: none"> • 1% gender identity different to that assigned at birth <p><u>Sexual Orientation</u></p> <ul style="list-style-type: none"> • 4% lesbian, gay or bisexual <p><u>Disability</u></p> <ul style="list-style-type: none"> • 29% physical impairment • 72% mental or emotional distress • 38% learning-related needs • 49% multiple complex needs <p><u>Race</u></p> <ul style="list-style-type: none"> • 36% Black, Asian and minority ethnic • 62% White <p><u>Religion or Belief</u></p> <ul style="list-style-type: none"> • 22% Christian • 16% Muslim • 6% any other religion or belief • 42% no religion <p><u>Age</u></p> <ul style="list-style-type: none"> • 7% 25 and under • 83% 26 – 59 • 8% 60 and over <p><u>Pregnancy/Maternity</u></p> <ul style="list-style-type: none"> • 2% pregnant |
| <p>Additional comments:</p> | |

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 |

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Religion or Belief

Sex

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.

Equality data about adults using the commissioned services is collected by the services themselves and by referrers using our Housing Support Register.

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. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

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 change 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.

Adults and other stakeholders were consulted in 2016 for 12 weeks when developing the Preventing Homelessness Accommodation Pathways Plan which set out the commissioning intentions for these contracts.

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 providers of the commissioned services engage with their service users through support sessions and surveys/questionnaires as well as through comment and complaints processes. The Pathway Leads meet with Providers regularly and they feedback about issues raised. We monitor quarterly the equality and needs data of the adults accommodated and supported by Pathway services.

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 (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

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

| GENERAL COMMENTS | |
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| We have not identified any potential negative impact for people on the basis of their protected or other relevant characteristics from the proposed contract extensions will have positive impacts for adults. The impacts were explored in a full Equality Impact Assessment in 2017 which underpinned the Preventing Homelessness Accommodation Pathways Plan and the decision by Cabinet in May 2017 to delegate authority to the Director to procure and extend the contracts. | |
| PROTECTED CHARACTERISTICS | |
| Age: Young People | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | The accommodation within the pathways is for single adults and is therefore not available for young people aged 16 – 21, unless there are contextual Safeguarding or other reasons associated with their safety, may be able to access the pathways. |
| Mitigations: | BCC commissions accommodation and support services for young people who are homeless or at risk of homelessness. |
| Age: Older People | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | |
| Mitigations: | |
| Disability | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | |
| Mitigations: | |
| Sex | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | |
| Mitigations: | |
| Sexual orientation | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | |
| Mitigations: | |
| Pregnancy / Maternity | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | The accommodation within the Pathways is for single adults without dependents and is therefore not available for adults who are parents with dependents. |
| Mitigations: | BCC commissions accommodation and support services for young parents who are homeless or at risk of homelessness. |
| Gender reassignment | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | |
| Mitigations: | |
| Race | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | |
| Mitigations: | |
| Religion or Belief | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | |
| Mitigations: | |
| Marriage & civil partnership | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | Our commissioned accommodation services are for single adults and are not available for couples who wish to be housed together. |
| Mitigations: | Adults wanting to be housed as couples would need to present as homeless or at risk of homelessness. If there is a Duty owed, they would be accommodated by BCC but not in Pathway services. |
| OTHER RELEVANT CHARACTERISTICS | |
| Socio-Economic (deprivation) | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | |
| Mitigations: | |

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| Carers | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | |
| Mitigations: | |
| Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g., Asylums and Refugees; Looked after Children / Care Leavers; Homelessness] | |
| Potential impacts: | |
| Mitigations: | |

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

The contracts within the Preventing Homelessness Accommodation Pathways advance equality of opportunity for adults who are homeless or at risk of homelessness through providing information, advice, and mediation to prevent housing crisis, through providing information, advice, and support to access safe accommodation, and through providing a range of supported housing options for adults who need them, with ongoing support to promote independence.

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 negative impact identified. These are pathways of services for adult single people who are homeless or threatened with homelessness. Older people, or young people who are married or in civil partnerships, or young people with children can access housing advice and homelessness assessments through BCC's service points. BCC commissions supported accommodation for young people who are parents.

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

The proposal to extend current Preventing Homelessness Accommodation Pathways contracts will continue to support aims which advance equality of opportunity as identified above.

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 |
|---|---------------------|------------|
| Review equality monitoring data collation to improve data capture for planned and unplanned departures from the Pathways. | Jeremy White | 2022-23 Q3 |
| Review equality monitoring data collation for Resettlement Service referrals. | Jeremy White | 2022-23 Q3 |

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

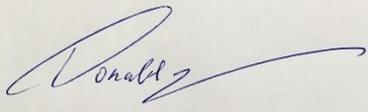
How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

We will be better able to track planned and unplanned departures (move-on) through and out of the pathway and identify any group(s) over-represented in the unplanned departures. We will then be able to raise this with providers and put in place action plan(s) to understand and address over and under representation.

We will receive equality data about referrals to the Resettlement Service. This will enable us to identify any over/under representation and work with the Resettlement Service to put in place action plans to understand and address causes.

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.

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| Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i> | Director Sign-Off:  |
| Date: 3/3/2022 | Date: 14/04/2022 |

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.