

Equality Impact Assessment [version 2.10]



Title: Supported Parents & Young Children Accommodation Service	
<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: Housing & Landlord Services	Lead Officer name: Karamo Sanyang
Service Area: Housing Options	Lead Officer role: Contracts & Commissioning Officer

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 \(EqIA\) \(sharepoint.com\)](https://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.

The aims and objectives are to continue to provide accommodation with support to homeless parents and their young children. These homeless parents and their young children will be placed in our commissioned supported accommodation until they find move-on permanent or long-term accommodation. The service provider will continue to provide short term resettlement support to parents moving-on into long-term accommodation so they can sustain their longer-term or permanent accommodation and prevent returning to homelessness. The current contract ends 30th September 2023.

We are asking Cabinet to authorise the Executive Director, Growth & Regeneration to recommission the Supported Parents and Young Children Accommodation Service and to award a new contract as set out in the recommendations for 2 years and 6 months commencing from 1st October 2023 to 31st March 2026.

This proposal is in alignment with our Homelessness and Rough Sleeping Strategy 2019-2024, to reduce costs to the council by reducing the number of temporary emergency accommodation units used and thereby to achieve value for money. Key commitment to reduce the overall level of homelessness and rough sleeping, with no-one needing to spend a 'second night out'.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input 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: The proposal is to direct award the contract to the current providers, so there will be no impact to service users or the wider community. Commissioners have been working in partnership with current providers in drafting the needs analysis and during consultation.	

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]
--	------------------------------------	-----------------

This EqIA contains equality and needs data from the current commissioned Supported Parents & Young Children Accommodation Service (homelessness).

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 Form](http://bristol.gov.uk)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Supported Parents & Young Children Accommodation Service Needs Analysis 2021-22	<ul style="list-style-type: none"> 36% had mental health needs and 13% have physical health needs. 4% of residents have drugs & alcohol support needs and 18% of residents needing support with domestic violence, sexual violence, child sexual exploitation or trafficking and forced marriage services.

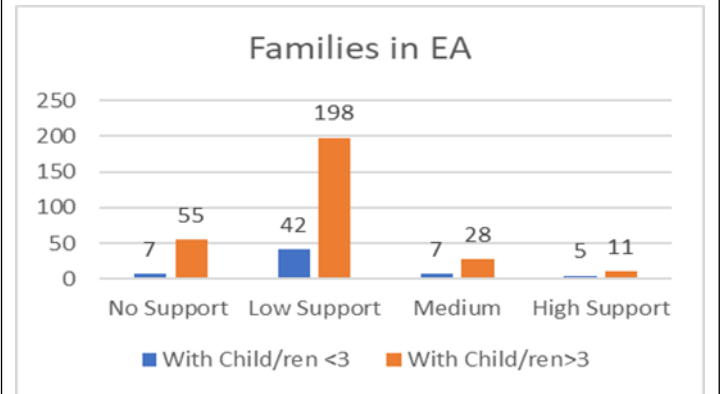
	<ul style="list-style-type: none"> • 30% of parents were struggling with debts and 8% were identified as having no income for example due to delays in benefit payments or sanctions. • 44% of parents were NOT on employment, education, volunteering or training. • 15% of households are engaging with local children centres and 85% are not engaging with local children centres which, maybe due to other children are older ages and attends primary or secondary schools. • 3% of households with child/children are on the risk register.
--	--

<p>Housing Options Data-Housing Support Register August 2022.</p>
--

<ul style="list-style-type: none"> • The data for 2021-22 indicates 22% of newly placed parents were aged 16-18; 45% were aged 19-25; and 33% were aged 26 years and above. • The 2021-22 data indicated 27% of newly placed parents have both accommodation & support needs and 73% have accommodation only needs. • The data indicates that from the 41 parents currently on the accommodation-based waiting list, 39% have both accommodation and support needs and 61% have accommodation needs only. • 27% of parents have support needs relating to domestic violence, sexual violence, child sexual exploitation or trafficking and forced marriage. • 21% of service users have mental health support needs and 6% of service users have physical health support needs. • The no. of males only head of households currently in our unsupported temporary accommodation is 10%. • From April 2019 to March 2022, there were 514 referrals of which, 3% were refused due to risk and 14% were refused due to a child being over the age of 3 years.

<p>Needs of Families in Unsupported Temporary and Emergency Accommodation</p>
--

The data below shows the current number of families in unsupported emergency accommodation (EA) with children under the age of 3 years old, children over the age of 3 years old and the level of support needs of the families presented in the data.



--

<ul style="list-style-type: none"> • The equalities analysis is based on new placements into the Supported Parents & Young Children Accommodation Service for the period

	<p>1st April 2021 to 31st March 2022. During this period there were 123 new placements (88 for floating support and 29 for the accommodation based) services.</p> <ul style="list-style-type: none"> • 116(94%) are female parents and 7(6%) are male parents. • There are 0(%) of parents with gender identity that is different to that assigned at birth. • 103(84%) of parents are heterosexual and 2(2%) of young parents are identified as lesbians or gay. • 4(3%) of young parents have physical impairment, 3(3%) have sensory impairment and 4(3%) have health condition (e.g Hiv, Multiple sclerosis, Cancer) in total 11(11%). • 67(54%) of newly placed parents have mental and emotional needs. • 26(24%) of parents have learning needs and 4 (4%) have other learning needs. • 6(10%) of parents have physical and mental complexities, 5(8%) have mental & learning complexities and 1(2%) have physical, mental and learning complexities. • 34(30%) of parents are from BAME background and 81(70%) of parents are from White background. • 74(61%) parents do not hold a religion or belief, 9(7%) of are reporting to be Christians, 14(12%) of parents are reporting to be Muslims and 22(18%) parents prefer not to disclose their religion or belief. • 86(70%) parents are 25 years and under, and 37(30%) are age between 26 to 59 years and 0(0%) are 60 years and over. • 16(13%) of parents are pregnant and 108(87%) have dependent children at the age of 16 years or under.
<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
<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.

Equality data about clients using the commissioned services is collected by the services providers and referrers using our Housing Support Register. The commissioning team monitors the equalities data on a quarterly basis and report on the findings. Where gaps are identified, providers are required to agree an action plan to fill the gap identified.

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 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.

Clients and other stakeholders were consulted in Autumn – Winter 2022 for 8 weeks when developing the Supported parents & Young Children Accommodation Service Plan which sets out the commissioning intentions for future 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 will engage with their service users through support sessions and surveys/questionnaires as well as through comments and complaints processes. The Providers will meet regularly with Commissioners to feedback about issues raised. We will monitor quarterly the equality and needs data of the clients supported by these floating support 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.

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 potential negative impact for people on the basis of their protected or other relevant characteristics from this proposal which will have negative impacts for adults or young children.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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 type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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 type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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:	
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:	No potential impact identified
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 for Supported Parents & Young Children Accommodation Service advance equality of opportunity for adults, young people and families 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 appropriate accommodation support, with ongoing support to promote independence. This would also provide greater access to accommodation support for young people.

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 impacts identified. These are services for parents and young children who are in supported accommodation. 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.

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

The proposal to recommission the Supported Parents & Young Children Accommodation Service will 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
Implement equality monitoring data collection to ensure appropriate data capture for outcomes of clients using these services.	Karamo Sanyang	Q3 2023-24
Review equality monitoring data collation for referrals into these services.	Karamo Sanyang	Q4 2023-24

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

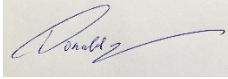
How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

We will receive equality data about referrals into and departures from Supported Parents & Young Children Accommodation Service.

We will better be able to track referrals into and departures from Supported Parents & Young Children Accommodation Service and identify any group(s) over-represented or under-represented in the new placements, planned departures, unplanned departures and refusals against risk. We will then be able to put in place action plan(s) to understand and address over and under representation.

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: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: 
Date: 26 January 2023	Date: 22 March 2023

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.