

Equality Impact Assessment [version 2.12]



Title: Supported Housing Delivery Strategy	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state] Delivery Plan	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Louise Davidson / Kayleigh Pearse
Service Area: Housing Delivery	Lead Officer role: Head of Housing Delivery / Senior Enabling 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 \(EqIA\) \(sharepoint.com\)](#).

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 Strategy & Enabling team have worked across different service areas of the Council, including Adult Social Care, Housing Commissioning, Childrens Services, Public Health and the Corporate Policy Team in order to draft a Supported Housing Delivery Plan.

The Supported Housing Delivery Plan will provide information for Registered Providers, and other supported housing providers, about our needs for new supported housing in the city. It is driven by three of our four transformation programmes (Our Families, Adult Social Care, and Temporary Accommodation) to deliver savings and improve services, and therefore focuses on the following cohorts of adults (aged 18+) in need of supported housing:

- Young People including Care Leavers (18+)
- Preparing for Adulthood (Transitions)
- Disabled people with learning difficulties (often referred to as people with learning disabilities)
- Disabled people with Autism
- People with mental health support needs
- People experiencing multiple disadvantage
- Single people experiencing homelessness and rough sleeping
- People with substance use support needs
- People experiencing domestic abuse
- Families experiencing homelessness and rough sleeping

- This will provide a clear steer for new and existing supported housing providers who want to develop new provision in the City. Which will lead to an increase supply of new supported housing provision in the City and will assist service areas to make better and more appropriate use of existing provision and help reduce costs to Bristol City Council.

To note, this Plan is putting our supported housing delivery asks into one place, and is not a change of Policy, instead providing greater clarity to delivery partners.

This Equality Impact Assessment will look at the impact of protected characteristics with regards to supported accommodation. The impact of the development of new supported accommodation can differ depending on the scheme. Therefore, specific equality impact assessments will be carried out, where appropriate and required, at the scheme development stage.

In order to secure the outcomes of the Supported Housing Delivery Plan, the council intends to commission a Capacity Study into supported housing delivery for Bristol and to develop a Business Case to support establishing a second housing company which will become a social housing provider registered with the Regulator of Social Housing (a Registered Provider or RP). This study look at the current and intended pipeline of new provision and make recommendations for further action to increase delivery as a strong evidence base to establishing the RP. This EQIA will be reviewed and revised, or new EQIAs developed, as work following from this commission progresses. As part of the commissioning process, providers will be required to demonstrate a good understanding of Equality Act 2010 requirements and the public sector equality duty; including that equality of opportunity is central to internal processes / workforce; and services will be regularly tailored and reviewed to meet the diverse needs of Bristol citizens

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 type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	

Additional comments:

This Plan for is for stakeholders and providers looking to deliver new supported accommodation. This Plan is putting our supported housing delivery asks into one place, and is not a change of Policy, instead providing greater clarity to delivery partners. Delivering new supported accommodation will positively impact current and future service users.

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.

Yes **No** [please select]

Step 2: What information do we have?

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

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

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

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

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

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

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Joint Strategic Needs Assessment (JSNA)	<p>The Joint Strategic Needs Assessment reports on the health and wellbeing needs of the people of Bristol. It brings together detailed information on local health and wellbeing needs and looks ahead at emerging challenges and projected future needs. The Joint Strategic Needs Assessment is used to provide a comprehensive picture of the health and wellbeing needs of Bristol (now and in the future); to inform decisions about how we design, commission and deliver services, and also about how the urban environment is planned and managed; to improve and protect health and wellbeing outcomes across the city while reducing health inequalities; and to provide partner organisations with information on the changing health and wellbeing needs of Bristol, at a local level, to support better service delivery.</p> <p>Service areas will consider this information on their different cohorts when considering future supported accommodation requirements.</p>
Bristol Key Facts 2023	<ul style="list-style-type: none"> • At the end of March 2023, c5,220 adults were receiving long term support, with 1,420 in Care Homes and 3,795 receiving a community-based support service. • 17.2% of people have a long-term health issue or Disability which affects their day-to-day activities. • Over 6,000 households approached the Council for help with homelessness issues in 2022/23. The cost-of-living crisis, increasing private rents and reduced supply of affordable housing is driving homelessness and an increase in Temporary Accommodation. • At end March 2023 there were 1,252 households living in Temporary Accommodation in Bristol, over 100 more than the year before. <p>This shows more people have care, support and accommodation needs.</p>
<p><u>Temporary Accommodation</u></p> <p>2022 Needs Analysis - Single Framework service spec <i>not published</i></p>	<p>Temporary Accommodation clients present with at least low support needs, so there is a place for new accommodation to address this gap in the supported housing market. As of November 2022 approximately 390 childless singles and couples reside in non-supported Temporary Accommodation, who would be eligible for low-medium supported housing.</p> <p>This shows the need for supported accommodation for those who are currently in unsupported temporary accommodation.</p>
<p><u>Young People & Care Leavers</u></p> <p>2023 Young Peoples Needs Analysis DRAFT <i>not published</i></p>	<p>A summary of Bristol City Council care leavers who were living in unsuitable accommodation for all or some part of the three months, September, October and November 2022 shows there are young people who are homeless and therefore living in temporary or emergency accommodation, hotels, bed and breakfast as well as young people who are living in supported accommodation paid for by Through Care Service post 18.</p>

<p>Young People’s Housing & Independence Pathway Commissioning Plan 2024 – Cabinet Report</p>	<p>This shows the need for supported accommodation for Care Leavers which is reflected in the Plan.</p> <p>Key issues from Young People’s Need Analysis:</p> <p>‘The key issues arising from the needs analysis are:</p> <ul style="list-style-type: none"> • Increased presentations to our Youth Hub • Increase in incidence and severity of mental ill health • Increasing numbers of care leavers • Increasing numbers of young unaccompanied asylum seekers • Lack of affordable move on opportunities for young people’ <p>This shows the need for an increased level of supported accommodation, whilst considering the support provided e.g. mental health support.</p>
<p><u>Supported Parents & Young Children</u></p> <p>Supported Parents & Young Children Accommodation Service Needs Analysis 2021-22 – info from Appendix E - Equality Impact Assessment - signed V1.pdf (bristol.gov.uk)</p> <p>Housing Options Data- Housing Support Register August 2022. info from Appendix E - Equality Impact Assessment - signed V1.pdf (bristol.gov.uk)</p>	<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. • 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. <p>This highlights what potential support requirements will be needed in new supported accommodation.</p> <p>The data from 2021-22 indicates:</p> <ul style="list-style-type: none"> • 22% of newly placed parents were aged 16-18; 45% were aged 19-25; and 33% were aged 26 years and above. • 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%. <p>This highlights what potential support requirements will be needed and further information on the cohort in current and future supported accommodation.</p>
<p><u>Domestic Abuse</u></p> <p>Mayoral Commission on Domestic Abuse</p> <p>Safe Accommodation Strategy (bristol.gov.uk)</p>	<ul style="list-style-type: none"> • Disabled people in England are more likely to experience both domestic and sexual abuse, and they are more likely to experience barriers in accessing services. • In each of the past three years, female victims have consistently accounted for approximately 70% of all domestic abuse victims reporting to the police in Bristol. <p>Consider accessible and gender specific accommodation.</p>
<p><u>Learning Disabilities (LD) & Autistic People</u></p> <p>JSNA 2022.23 - Learning Disabilities and Autism (bristol.gov.uk)</p>	<ul style="list-style-type: none"> • Disabled people with Learning Difficulties - Of clients with LD receiving a community based service 87.8% were aged 18 – 64 and 12.2% were aged 65 and over.

	<ul style="list-style-type: none"> Autistic people - There is a significant gender gap between adults with some level of autistic spectrum condition with males accounting for 90% of all adults and females 10% <p><u>Age and genders to be considered when delivering new supported accommodation.</u></p>
<p><u>People experiencing multiple disadvantage</u></p> <p>Appendix A2 Multiple Disadvantage Needs Assessment.pdf (bristol.gov.uk)</p>	<ul style="list-style-type: none"> It is estimated that between 1300 and 1600 people in Bristol are experiencing three or more of the Multiple Disadvantage factors in their lives currently. Of this number, approximately 15% need a new approach to how services are delivered. Taking the mid-point in the above range, this number is estimated to be 200 people. People from Black African, Caribbean, Black British and White Other backgrounds are over-represented in rough sleeping; within prison leavers, there are disproportionate numbers of people identifying as Mixed Race. There is a higher prevalence of Disability in MD cohorts than the general population. <p>Consider culturally appropriate and accessible accommodation.</p>
<p><u>People with mental health support needs</u></p> <p><i>Better Lives at Home needs analysis – ASC data (from BLAH EQIA 09/22)</i></p>	<ul style="list-style-type: none"> 45% of Adult Social Care (ASC) service users with mental health needs are women, despite the fact that mental health disorders are three times more prevalent in women than men. There are more Black, Asian and Minority Ethnic people eligible for Section 117 aftercare and they are more likely to experience placement breakdown. <p>Consider gender and culturally appropriate supported accommodation.</p>
<p><u>Preparing for Adulthood</u></p> <p><i>Better Lives at Home needs analysis – ASC data (from BLAH EQIA 09/22)</i></p>	<ul style="list-style-type: none"> Higher expected need among Black, Asian and Minority Ethnic communities are not reflected among PFA services user 35.1% of service users accessing Preparing for Adulthood are female There is an increased prevalence of Learning Disabilities, Autism and Physical and Neurological impairments among certain Black, Asian and Minority Ethnic communities. <p>Consider gender and culturally appropriate supported accommodation.</p>
<p><u>Housing Register Data</u></p> <p>EQIA - Temporary Accommodation and recommissioning Emergency Accommodation 00_01.pdf (bristol.gov.uk)</p>	<ul style="list-style-type: none"> Over representation of Black and minoritised ethnic people – 37.7% of households on the Housing register. Over representation of Disabled people – 44.2% of households on the Housing Register identify as having an impairment or long term health condition. <p>Consider culturally appropriate and accessible accommodation.</p>
<p><u>Young people</u></p> <p>SHAP Strategic Gap Analysis <i>not published</i></p>	<ul style="list-style-type: none"> We are aware that there is an issue more generally regarding the city centre location for young people, in particular for young people from Black, Asian and Minority Ethnic communities and those who are transgender. We need to ensure that any development is accessible for young people with impaired mobility. <p>Consider culturally appropriate and accessible accommodation.</p>
<p>Additional comments:</p> <p>It should be noted that Supported Housing Delivery Plan is about providing clarity to service providers on what new supported accommodation is required but does not consider specific schemes. This will be done at a scheme level when new supported accommodation is delivered. For each cohort we have produced equalities information so when a future scheme is proposed this will be considered at a very early stage.</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 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.

Each department will have equalities data for the different cohorts. This is not collected by the Strategy & Enabling team. Teams have provided equalities data in order to create the Plan.

There are gaps in overall diversity data at a local and national level for some characteristics e.g. gender reassignment – especially where this has not historically been included in statutory reporting e.g. for sexual orientation. As council we rarely monitor marriage and civil partnership. There is a corporate approach to diversity monitoring for service users and our workforce, however the quality of available evidence across various council service areas is variable. No robust data on gender identity exists. Gaps in data will exist as it becomes out of date or is limited through self-reporting.

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 Strategy & Enabling team have worked with responsible officers and service leads in the Council for each cohort in order to create the Plan. These Officers have provided equalities data.

Stakeholder Engagement will commence in January with current and potential delivery partners to ensure the Plan is clear for service providers and professional stakeholders.

Further community engagement and consultation will occur at a site-specific level, not at this strategic level as there will be no policy change, instead putting our supported accommodation asks in one place.

This Plan consolidates out supported accommodation need for delivery partners, and does not change policy, stakeholder engagement will be with delivery partners.

When delivery partners bring forward new schemes, from inception equality and diversity information will be considered.

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.

Service users will be consulted at a scheme level when new supported accommodation is at the early stages of development.
 Service providers can also request further information on specifications for new builds, which will include equalities information.
 Registered providers looking to deliver supported accommodation would consult service users at an early stage of a scheme so they can input on design elements. Service users involvement will depend on the type of scheme.

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 \(EqIA\) \(sharepoint.com\)](http://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)	
<p>The Supported housing Delivery Plan does not seek to go into scheme specific details and at a scheme level equalities information will be considered. As this is a high level Equality Impact Assessment this will also be reflected in the information below.</p> <p>All new supported accommodation service providers will work with commissioners and the Strategy & Enabling team and comply with Planning Policy quality standards.</p> <p>As part of the commissioning process, providers will be required to demonstrate a good understanding of Equality Act 2010 requirements and the public sector equality duty; including that equality of opportunity is central to internal processes / workforce; and services will be regularly tailored and reviewed to meet the diverse needs of Bristol citizens</p>	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Many younger people are struggling to move-on from supported accommodation and access homes in Bristol due to property prices, rent levels and welfare reforms.</p> <p>A growing number of young people, including care leavers need supported accommodation.</p>
Mitigations:	Provision of additional supported accommodation and general need affordable housing.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Housing for older people is not specifically considered as part of the Plan, however, across cohort s the number of older people is growing with a number of existing housing products no longer fit for purpose (e.g. too large/difficult to maintain, not adapted/unadaptable)
Mitigations:	Build more supported accommodation which meets Building Regulation Wheelchair M4(3)(2)(b) standards.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Data from different cohorts considered in the Plan:</p> <ul style="list-style-type: none"> Supported parents and young children: 13% have physical health needs.

	<ul style="list-style-type: none"> Disabled people in England are more likely to experience domestic abuse. Higher prevalence of disability in multiple disadvantage cohorts than the general population. On the Housing Register 44.2% of households on the Housing Register identify as having a disability or long term health condition.
Mitigations:	Build more supported accommodation which meets Building Regulation Wheelchair M4(3)(2)(b) standards. Consider mental health support services for future supported accommodation.
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Data from different cohorts considered in the Plan: <ul style="list-style-type: none"> 45% of Adult Social Care (ASC) service users with mental health needs are women, despite the fact that mental health disorders are three times more prevalent in women than men. Female victims have consistently accounted for approximately 70% of all domestic abuse victims reporting to the police in Bristol.
Mitigations:	Consider gender specific accommodation.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Consider LGBT+ friendly accommodation
Mitigations:	Deliver dispersed / self-contained accommodation which could accommodate people with specific needs.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	N/A
Mitigations:	N/A
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> We are aware that there is an issue more generally regarding the city centre location for young people, in particular for those who are transgender.
Mitigations:	Supported accommodation for young people delivered out the city centre.
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"> Black, Asian and minority ethnic (BAME) households are also over-represented as a percentage of households to whom the Council owes a housing duty and as a percentage of Council tenants (demonstrating they are more likely to be in housing need). People from Black African, Caribbean, Black British and White Other backgrounds are over-represented in rough sleeping.
Mitigations:	Build new supported and general needs accommodation.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No housing issues have been identified for these group
Mitigations:	N/A
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No particular housing issues have been identified
Mitigations:	N/A
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Supported accommodation will support people who are homeless and those at risk of homelessness. These people will be experiencing socio-economic deprivation.
Mitigations:	Deliver new supported accommodation.
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No housing issues have been identified

Mitigations:	N/A
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:	
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

Providing clear information on what new supported accommodation is required in the city will give greater opportunities for more supported accommodation to come forward.
Delivering new supported accommodation will have a positive impact on people's quality of life.

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:

Equalities information has been considered for each cohort when drafting this plan and the information collected will also be used when we deliver supported accommodation in the future.

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

Considering equalities information in this Plan will help show service providers what accommodation we need for different cohorts. This will enable the delivery of the right type of supported accommodation in the City.

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
At a scheme level appropriate assessment to equality issues will be given, including an EqIA where required.	Head of Housing Delivery – Louise Davidson	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.

The impact of the Plan will be monitored by the Supported Housing Delivery Board. This will include regular feedback to the Board on how the Plan is being used to promote new supported housing in the City.

Future supported housing is also being monitored as new schemes come forward through the Supported Housing Delivery Tracker which is regularly updated and presented to the Supported Housing Delivery Board.

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:  John Smith
Date: 27/2/2024	Date: 27/2/24

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.