Equality Impact Assessment [version 2.9]

Title: **Homelessness Prevention Grant top up 24/25**	
☐ Policy ☒ Strategy ☐ Function ☒ Service	☐ New
☐ Other [please state]	☒ Already exists / review ☐ Changing
Directorate: Growth and Regeneration	Lead Officer name: Paul Sylvester
Service Area: Housing Options	Lead Officer role: Head of Housing Options

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here Equality Impact Assessments (EqIA) (sharepoint.com).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Equality and Inclusion Team early for advice and feedback.

1.1   What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

Seeking approval to accept and spend Bristol's homelessness prevention Grant top-up 24/25

The purpose of this payment is to help Council's manage homelessness pressures.

The grant is ringfenced for 2024/25 and must be spent in line with the Homelessness Prevention Grant principles:

- To comply fully with the Homelessness Reduction Act and contribute to ending rough sleeping by increasing activity to prevent single homelessness.
- To ensure financial viability of services by contributing to the costs of statutory duties, including implementing the Homelessness Reduction Act and supporting with the costs of temporary accommodation.
- To reduce family temporary accommodation numbers through maximising family homelessness prevention

The proposal is to use the grant for a range of initiatives that:
- Pay for additional resources to deliver the initiatives and prevent homelessness.
- Pay for initiatives that increase access to affordable housing.
- Pay for initiatives to sustain tenancies and placements and prevent homelessness.
- Directly cover some costs of Temporary Accommodation (Housing Benefit subsidy loss).

1.2   Who will the proposal have the potential to affect?

☐ Bristol City Council workforce	☒ Service users	☒ The wider community
☐ Commissioned services	☐ 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.

☒ **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: 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.

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
All data/evidence below is for all households who are homeless or threatened with homelessness	
Housing Support Register	Case specific database for at risk and vulnerable citywide Homelessness prevention placements Equalities data on all those currently in an HSR-Supported Accommodation service (for families, the data is for the lead household member) – 1374 people Gender identity Male – 60.3% Female – 37.2% Transgender – 0.5%

Non-Binary – 0.2%

Prefer not to say – 0.2%

Don't Know – 1.7%

Age Range

16-17 – 1.1%

18-25 – 23.6%

26-35 – 26.6%

36-40 – 13.5%

41-50 – 24.7%

51-60 – 9.3%

61+ - 1.2%

Ethnicity

White British – 27.3%

White Irish – 0.7%

White European – 0.3%

Eastern European – 0.9%

Any other white background – 4.4%

Black/Black British – African – 9.6%

Black/Black British – Caribbean – 4.5%

Black/Black British – Somali – 1.7%

Black/Black British – Other – 1.6%

Any other Black/African/Caribbean background – 0.6%

Asian/Asian British – Bangladeshi – 0.6%

Asian/Asian British – Chinese – 0.1%

Asian/Asian British - Indian – 0.3%

Asian/Asian British – Pakistani – 2%

Asian/Asian British – Other – 1.1%

Any other Asian background – 0.3%

Arab – 1.7%

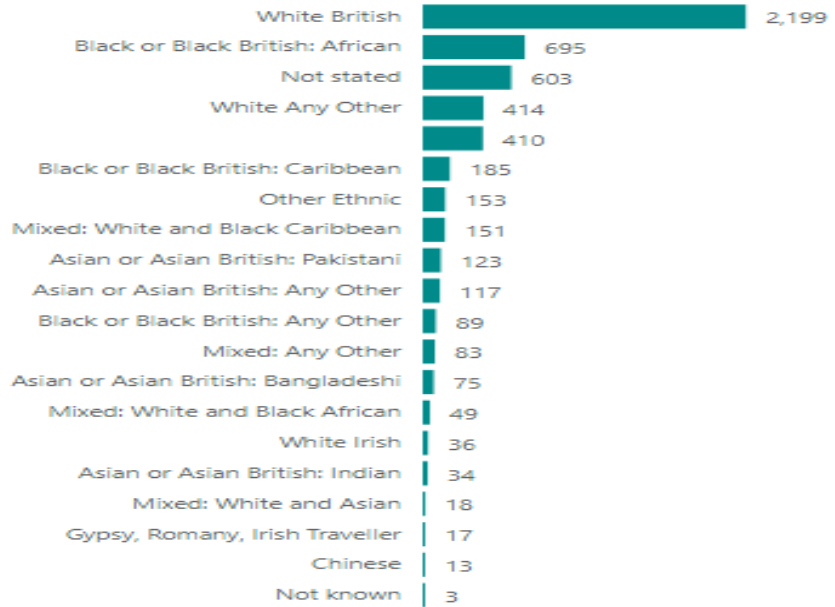Mixed/Dual Heritage – White+Black African – 0.8%

Mixed/Dual Heritage – White+Black Caribbean – 3.9%

Mixed/Dual Heritage – White+Asian – 0.4%

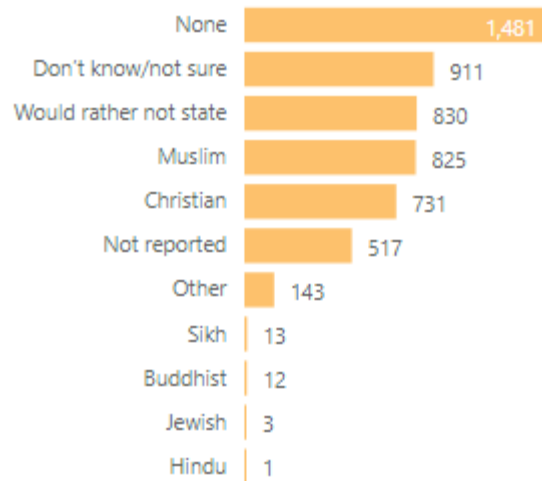|	
	Any other mixed/multiple ethnic background – 0.9% Gypsy/Irish Traveller – 0.1% Any other ethnic group – 3% Prefer not to say – 0.4% Don't Know – 32.8% Religion/Beliefs Christian – 10.8% Muslim – 14.4% Buddhist – 0.2% Hindu – 0.1% Sikh – 0.1% Other – 1.9% No Religion – 40% Prefer not to say – 3.1% Don't Know – 28.7% Sexual orientation Heterosexual – 74.2% Gay/Lesbian – 1.4% Bi-sexual – 2.3% Other – 1.1% Prefer not to say – 5.5% Don't Know – 15.6% Consider yourself disabled? Yes – 11.1% No – 75.3% Prefer not to say – 1.2% Don't Know – 4.7%
Abritas	Case specific database for citywide Homelessness Prevention Service to capture those assessed under the Homelessness Reduction Act. The data below relates to homelessness applications in the last 12 months. For data on Disability – more than one category may be chosen

The graph lists the number of clients who have submitted a homelessness application grouped by ethnicity. There are 20 categories including White British (2199), Black or Black British: African (695), White any other (414). There are 603 applications where ethnicity is not stated and 3 applications where ethnicity is not known

Ethnicity

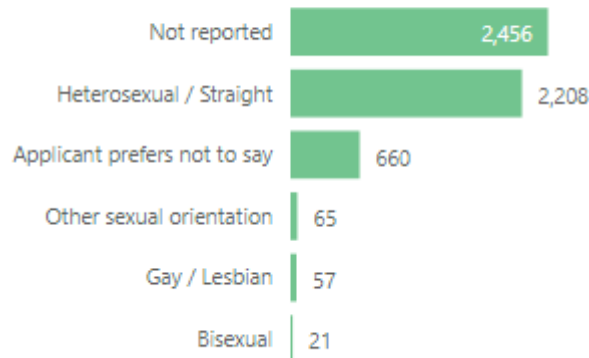| Ethnicity	Number
White British	2,199
Black or Black British: African	695
Not stated	603
White Any Other	414
	410
Black or Black British: Caribbean	185
Other Ethnic	153
Mixed: White and Black Caribbean	151
Asian or Asian British: Pakistani	123
Asian or Asian British: Any Other	117
Black or Black British: Any Other	89
Mixed: Any Other	83
Asian or Asian British: Bangladeshi	75
Mixed: White and Black African	49
White Irish	36
Asian or Asian British: Indian	34
Mixed: White and Asian	18
Gypsy, Romany, Irish Traveller	17
Chinese	13
Not known	3

The graph lists the number of clients who have submitted a homelessness application grouped by Religion. There are 11 categories including None (1481), Muslim (825), Christian (731), Other (143), Sikh (13). The data is not complete and there are 911 don't know, 830 would rather not state and 517 not reports.

Religion

| Religion	Count
None	1,481
Don't know/not sure	911
Would rather not state	830
Muslim	825
Christian	731
Not reported	517
Other	143
Sikh	13
Buddhist	12
Jewish	3
Hindu	1

The graph lists the number of clients who have submitted a homelessness application grouped by Sexual orientation. There are 6 categories including Heterosexual (2208), would prefer not to say (660) Gay/Lesbian (57), Bisexual (21), Other (143), Sikh (13). The data is not complete and there are 2,456 applications where sexual orientation is not reported.

Sexual orientation

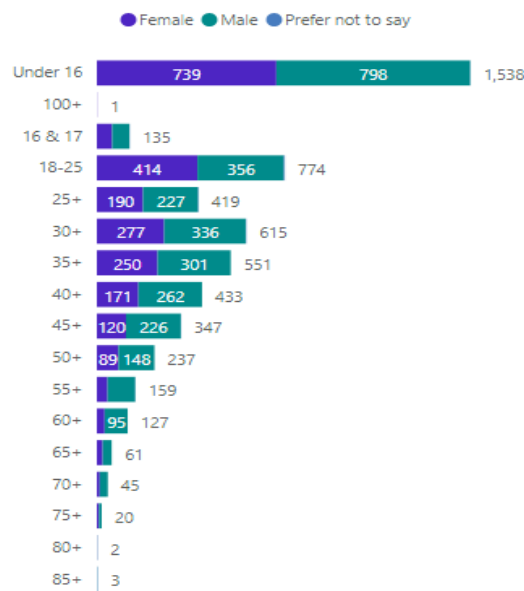| Sexual orientation	Count
Not reported	2,456
Heterosexual / Straight	2,208
Applicant prefers not to say	660
Other sexual orientation	65
Gay / Lesbian	57
Bisexual	21

The graph lists the number of clients who have submitted a homelessness application grouped by gender identity. 20 clients have defined themselves as Transgender and 3,797 have defined themselves as not transgender. The data is not complete and there are 1,142 applications where clients would rather not state

Transgender

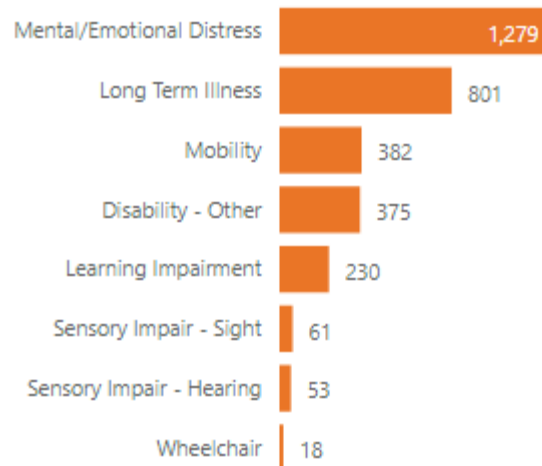|	
No	3,797
Would rather not state	1,142
Yes	20
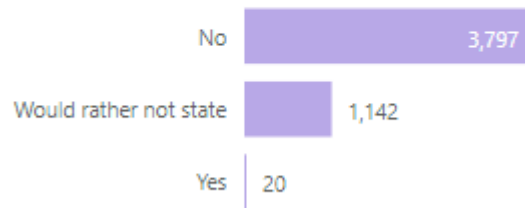
The graph lists the number of household members by age groupings and gender. There are 16 categories, including under 16, 16&17, 18-25 and then categories in 5 year groups e.g 25 – 30, 30 – 35 etc

Household members distribution by …

● Female ● Male ● Prefer not to say

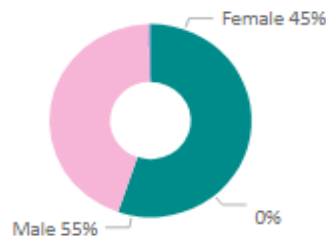| Age	Female	Male	Total
Under 16	739	798	1,538
100+			1
16 & 17			135
18-25	414	356	774
25+	190	227	419
30+	277	336	615
35+	250	301	551
40+	171	262	433
45+	120	226	347
50+	89	148	237
55+			159
60+	95		127
65+			61
70+			45
75+			20
80+			2
85+			3

The graph lists the number of clients who have submitted a homelessness application grouped by Disability. There are 8 categories of disability including mental/emotional distress (1279), Long term Illness (801) and mobility (382).

	Disability* Mental/Emotional Distress — 1,279 Long Term Illness — 801 Mobility — 382 Disability - Other — 375 Learning Impairment — 230 Sensory Impair - Sight — 61 Sensory Impair - Hearing — 53 Wheelchair — 18 The graph lists the number of clients who have submitted a homelessness application grouped by Gender. 45% female and 55% male **Gender distribution** Female 45% Male 55% 0%
Joint Strategic Needs Assessment	Citywide quarterly data, population, housing, health
National Statistics (Department of Levelling up Housing & Communities)	National Homelessness Data from quarterly returns by local government through H-CLIC returns Statutory homelessness in England: April to June 2022 - GOV.UK (www.gov.uk)
Rough Sleeping snapshop	Citywide monthly and annual street count reported to gov.uk
Population -Bristol Key Facts 2021 (March 2021 Update)	The population of Bristol is estimated to be 465,900 and is expected to increase over the 25-year period (2018-43) to 532,700. This is a 15% increase and is higher than the 10% increase forecast for England. The proportion of the population who are not 'White British' has increased from 12% to 22% of the total population. The population of Bristol has become increasingly diverse and some local communities have changed significantly. There are now at least 45 religions, at least 187 countries of birth and at least 91 main languages spoken.

	Bristol has a relatively young age profile with more children aged 0-15 than people aged 65 and over.
	Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1% (Hartcliffe, Withywood and Lawrence Hill)
Housing -Bristol Key Facts 2021 (March 2021 Update)	There are 203,490 homes in Bristol, and the average house price £309,800 against an England average of £261,900. Bristol earnings are similar to the national average resulting in affordability issues. The high cost of housing drives higher rents, meaning that housing outside of the social rented sector is becoming increasingly unaffordable. Bristol's tenure mix is 53% Owner Occupied, 29% Private Rented and 18% Social Rented
Equalities Data (July 2022 Briefing Note)	Comprehensive data on equalities in Bristol (except Gender and Sexual Orientation, which are due to be published for the first time in October 2022)

Additional comments:

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

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

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

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

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

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

2.2 Do you currently monitor relevant activity by the following protected characteristics?

☒ Age	☒ Disability	☒ Gender Reassignment
☒ Marriage and Civil Partnership	☒ Pregnancy/Maternity	☒ Race
☒ 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.

> We know that there are gaps in our data relating to sexual orientation. We know that there are higher than average numbers of women and non-EU nationals represented in the Bristol rough sleeping population, but we do not currently know enough about the reasons why.
>
> In general, we acknowledge that there are gaps in our knowledge about the future demands on homelessness services as it affects a range of equalities groups and will be looking to improve the range of equalities data we gather, both as a local authority and through the homelessness services we commission.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. 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.

> The Homelessness & Rough Sleeping Strategy 2019-24 , which was informed by a full public consultation with external stakeholders and service users through the Council's consultation team/on-line hub which offered surveys in alternative formats and could be requested in different languages. underwrites the provision of statutory homelessness prevention services in the city. This strategy applies multi-agency governance that includes stakeholders and those with lived experience of homelessness.

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.

> There is quarterly reporting to the Cabinet member for Housing Delivery and Homes on activities that will deliver Corporate plan priorities, for example the prevention of homelessness, Temporary Accommodation placements and the number of people sleeping rough. Engagement with stakeholders takes place through the Homes &Communities Board, the Reducing Rough Sleeping Partnership and the Bristol Homelessness Forum.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. Equality Impact Assessments (EqIA) (sharepoint.com)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (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 significant negative impact from the range of initiatives. Overall we expect the investment of £987,720 funding in homelessness services will only have a positive impact on people from those protected or relevant characteristic groups who are homeless or at risk of homelessness. It is important to note that whilst this proposal has no potentially adverse impacts, we are working within a housing market where there are challenges in securing alternative accommodation. For example, it can be more challenging for younger people due to welfare benefit restrictions and people who need adaptations to make a property accessible which limits the supply of suitable accommodation. Accommodation provided under homelessness legislation has to pass a "suitability test" which takes into account individual's needs, including protected characteristics covered under the Equality Act 2010.	

PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	
Mitigations:	
Sex	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒

Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	Poverty is a key driver for homelessness
Mitigations:	This grant will be used to have a positive impact on clients who experience socio economic deprivation and are more likely to be homeless,
Carers	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
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

We expect the range of interventions to have a positive impact on people from those protected or relevant characteristic groups who are at risk of homelessness or are homeless.

Step 4: Impact

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

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:
No significant negative impacts identified.
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
The grant will promote equality of opportunity for households at risk of homelessness.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Monitoring of prevention grant against activities	Paul Sylvester	Monthly over 2 year period
Adjustments in expenditure against activities as and when needed – decision by Exec Director of Growth & Regeneration in conjunction with Cabinet member for Housing Deliver & Homes	Paul Sylvester	As needed during 2 year period

Improvement / action required	Responsible Officer	Timescale
Monitoring of outcomes including expenditure on Temporary Accommodation	Paul Sylvester	Monthly

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

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

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

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director[1].

Equality and Inclusion Team Review: *Reviewed by Equality and Inclusion Team*	Director Sign-Off:
Date:27/3/2024	Date: 27.03.2024

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[1] Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.