

APPENDIX 2

PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: Recommissioning Housing First 2026-2031	
Directorate: Adult Care, Housing and Public Health	Service area: Strategic Commissioning
Lead person: Matt McMullen	Contact: Matthew.McMullen@rotherham.gov.uk
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify	

2. Please provide a brief description of what you are screening
<p>The proposed re-commissioning and re-procurement of the Housing First service contract that concludes in May 2026.</p> <p>Housing First is a non-statutory, established approach to long term homelessness. It is reserved for the most complex and disengaged people within the homeless population and works alongside the Council's offer to alleviate and prevent homelessness.</p>

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?		X
Could the proposal affect service users?	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?		X
Have there been or likely to be any public concerns regarding the proposal?		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect the Council's workforce or employment practices?		X
If you have answered no to all the questions above, please explain the reason		

If you have answered **no** to **all** the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

Data is collected relating to the profile of people using the services, including protected characteristics. There will be no change to the collection and analysis of this data.

All providers will undergo a tender exercise. Equality and Diversity will be included in the Quality section of the tender process. Providers will be monitored and held to account for the duration of the contract.

As the proposals do not recommend any reduction in the level of service provision, there should be no impact to customers in accessing the service. The procurement exercise (including co-production) will aim to ensure the services are reaching those most in need of the service and equity will be incorporated into service and access design.

It cannot be known prior to the procurement whether the same provider/s will be successful in securing the new Housing First contract. Should there be any need to move people to a new service provider, then a full transition will be planned, and customers needs will be fully met. This may include the requirement to move to new properties.

The new proposed Housing First service will retain the existing pathway and will continue to provide an inclusive service, as with the current model. However, this will be monitored along with quarterly monitoring data which will allow commissioners to ensure changes to service provision are positively supporting people with protected characteristics.

- **Key findings**

A snapshot of people using the services under the current contract terms (between April 2022 and March 2025) has been compared with data taken in April 2022. This provides a baseline of need and will support future monitoring of equality data.

This data has shown that:

Ethnicity – The differences between the two timescales highlights minimal change with White British service users being the predominant group 96.6% in 2022 and 89.4% data recorded between 2022-2025. This data will be collected and regularly monitored.

Gender – Housing First continues to hold an elevated level of females accessing the service retaining a base level of 66% between to two-time frames.

Sexuality – There is a slight variation whereby 90% of service users identified as heterosexual in 2022 compared to 68.4% to data recorded between 2022-2025. A higher percentage of people identified as bisexual, gay or lesbian.

Disability – There was a slight increase in service users with disabilities recorded between 2022-2025 compared to 2022. An increase from 63% to 73.6%.

Religion/Faith – a lower proportion of people accessing Housing First services stated they followed a Religion/Faith in 2022 with 96.6% holding no faith compared to 83% between 2022-2025.

Age – The average age of service users has remained close between the two periods, 38.5 in 2022 and 40.3 between 2022-2025 which is in line with regional trends. (National average is 42 years old).

Marital status - The average across both time periods is 98.3% of those accessing Housing First being single with little change between the two periods.

Gender reassignment - There are no recorded entries of service users having gender reassignment or in the process.

Pregnancy and maternity - There are no recorded entries of service users being pregnant.

The above findings should continue to be monitored to build an ongoing picture of people accessing the services. This can then be benchmarked against data for the Rotherham population and data of people accessing homeless services to ensure services reflect need.

It should be noted that there is small number of people accessing the service at any time (35 units).

- **Actions**

- Ensure the voices of people who use the service are captured in the design of the new service specification.
- Include accessibility in quality standards.
- Include EDI assessment as part of tender process.
- Continue to measure EDI data for services.

Date to scope and plan your Equality Analysis:	October 2025
Date to complete your Equality Analysis:	October 2025
Lead person for your Equality Analysis (Include name and job title):	Matt McMullen Commissioning Officer

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Scott Matthewman	Assistant Director, Strategic Commissioning	20 October 2025

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	25.09.25
Report title and date	Recommissioning Housing First 2026-2031
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	25/09/25