

PART B – Equality Analysis Form

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.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics 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. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Homelessness Prevent Grant – Commissioned Services	
Date of Equality Analysis (EA): 14/08/2026	
Directorate: Adult Care, Housing and Public Health	Service area: Strategic Commissioning
Lead Manager: Matt McMullen	Contact number: Matthew.McMullen@rotherham.gov.uk
Is this a: ☐ Strategy / Policy ☒ Service / Function ☐ Other	
If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Michael Lord	RMBC	Commissioning Support Officer
Lisa Elliott	RMBC	Strategic Commissioning Manager
Matt McMullen	RMBC	Commissioning Officer

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

As part of the commissioning cycle a needs analysis and review of commissioned provisions for Rotherham Rough Sleepers took place in 2026. The data reviewed evidenced a continued need for two provisions that contractually expire 31 March 2027 and highlighted a gap in provision for adult single females at risk of rough sleeping.

1. The proposed commissioning of a single adult female only supported accommodation service (similar to the single adult male rough sleeper accommodation hub).
2. Re-procurement of the Rough Sleeper Accommodation Hub (single adult males)
3. Re-procurement of the dispersed accommodation with support for single people who are homeless, rough sleeping or at risk of rough sleeping
 - The proposals will have no implications regarding the accessibility of services to the whole or wider community
 - The proposals will not affect service users negatively
 - The proposals will impact positively on female rough sleepers
 - The proposals will positively impact commissioned activities by providing additionality to a need not currently met.
 - The proposals will not affect the council's workforce or employment practices

What equality information is available? (Include any engagement undertaken)

A snapshot of people using Housing Related Support services under current contract terms has been conducted in February 2026 and compared with data taken in April 2022 providing a baseline of need and will support future monitoring of equality data.

In addition, Temporary accommodation use was monitored between the financial years 2024-2025 and 2025-2026.

Are there any gaps in the information that you are aware of?

The monitoring of pregnancy and maternity was not captured during the assessment of commissioned Housing Related Support services, though this is captured by Housing Services as part of the homelessness assessment.

This will be incorporated into future collated analysis. The proposed services for this procurement will not determinately impact on this protected characteristic.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

All providers will undergo a tender process. 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.

Data is collected relating to profile of people using the services, including protected characteristics. There will be no change to the collection and analysis of this data (other than the addition of pregnancy/maternity identified above).

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.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

The RSI rough sleeper hub has been a commissioned service since 2020. Throughout the duration of this contract, service users exiting the support have completed a survey "Voice of the Service User". This data is continually reviewed and monitored as part of the quarterly performance reviews that take place with the provider and has shaped the development of the provision.

The exit survey results demonstrate very high levels of satisfaction with the service. Residents consistently praised staff, safety, accommodation and practical support. Most respondents reported improved confidence, wellbeing and optimism about the future. Feedback suggests the service is delivering strong outcomes, with only limited recommendations for change and a common message from residents being to continue the service in its current form.

Exit surveys and data are collected across all commissioned Housing Related Support provisions by each provider. The data informs commissioning of the impact against service objectives. The data received across dispersed adult supported accommodation and the RSI Rough Sleeper Hub indicates positive outcomes against KPI's.

	In addition, consultation with services users will be carried out during the service specification development stage.
Engagement undertaken with staff (date and group(s) consulted and key findings)	As part of the needs analysis key stakeholders within the Rough Sleeper Pathway were consulted. Stakeholders from Homelessness Team, RSI Team and commissioned service providers (Action Housing, Target Housing, SYHA, and Roundabout) were all sent a list of questions regarding the rough sleeper pathway, below is a summary of the key findings and recommendations. Key Findings: There are gaps in provision, highlighting particularly for females, people with disabilities, and individuals with higher or more complex needs, alongside limited awareness of available services. Frequent transitions between services and short timeframes disrupt progress, with insufficient longer-term, stable supported accommodation options available. Sustaining tenancies is a significant challenge due to limited life skills, risks such as exploitation, and insufficient preparation for independent living. Partnership working is generally positive but inconsistent, with gaps in coordination, data sharing, and involvement from key services such as health. System inefficiencies, including duplication, unclear pathways, and people being turned away or 'bounced' between services, impact outcomes.

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

Two of the proposed activities are re-procurements of current services (Rough Sleeper Accommodation Hub and Single dispersed supported accommodation) therefore they will have no detrimental impact for residents with protected characteristics and are monitored as part of service delivery.

The third proposal is a new provision which will add additionality to support female service users identified through needs analysis.

Does your Policy/Service present any problems or barriers to communities or Groups?

No

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

Yes, the proposed commissioning of an additional female-only supported accommodation service will address a gap in commissioned provision (single women without children, women who have experienced abuse but not meeting the refuge criteria and women with substance misuse and trauma). A female-only provision reserved for the most complex and disengaged females within the homeless population that fall either outside the eligibility criteria for alternative provisions or where alternative services do not support their needs will provide a targeted intervention to improve safety, engagement, and outcomes for this cohort, rather than as a system-wide model.

The continuation of the single adult dispersed accommodation and Rough Sleeper hub (adult males) will also alleviate pressure on the existing homeless services by providing additional specialist support to a complex and highly vulnerable cohort of the homeless population.

All commissioned services will work alongside the Council's offer to alleviate and prevent homelessness.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The proposals are to retain the current provision of Rough Sleeper Accommodation Hub and dispersed accommodation with support for single people. These will have no change or additional impact

The proposed commissioning of a female-only supported accommodation service operating in a similar way to the Rough Sleeper Accommodation Hub for males. The Council will work with the successful provider to identify the right accommodation for this provision. Therefore, the impact to the local community will be minimal.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Homelessness Prevention Grant – Commissioned Services

Directorate and service area: Adult Care, Housing and Public Health

Lead Manager: Matt McMullen

Summary of findings:

A snapshot of people using Housing Related Support services under current contract terms has been conducted in February 2026 and compared with data taken in April 2022 providing a baseline of need and will support future monitoring of equality data.

In addition, Temporary accommodation use was monitored between the financial years 2024-2025 and 2025-2026

Temporary accommodation uses between 24/25 and 25/26

Type of Placement - Male or Female, Single or Couple

Hotel - Year	Single Males		Single Females		Couples		Total
2024/25	94	83.9%	13	11.6%	5	4.5%	112
2025/26	91	81.3%	13	11.6%	8	7.1%	112
Total	185	82.6%	26	11.6%	13	5.8%	224

Snapshot data has shown that:

Race– The differences between the two times scales highlights some change with White British service users being the predominant group 87.2% in 2022 and 79% data recorded in 2026. This data will be collected and regularly monitored.

Sex – Across all Housing Related Support services females continue to present as the prominent group with 51.9% in 2026 and 55.9% in 2022

Sexual orientation – There is a slight variation between 2022 and 2026, whereby 93.2% of service users identified as heterosexual in 2022 compared to 90% in 2026.

Disability – There was a marginal increase in service users with disabilities in recorded between 2026 compared to 2022. An increase from 44.4% to 51.29%.

Religion and belief– a higher proportion of people accessing Housing Related Support services stated they followed a Religion/Faith in 2022 with 64.6% holding no faith compared to 59% in 2026.

Age – The majority of service users in 2022 where over 25 years of age at 74.8%. This has reduced to 53% in 2026. Although this is likely due to an increased young adult provision.

Marital and civil partnership – Single service users have increased from 85.9% in 2022 to 88% in 2026.

Gender reassignment: There were 2 entries of service users having gender reassignment or in the process during the 2022 snapshot survey, increasing to 5 in 2026.

The above findings will 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 the need.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Ensure the voices of people who use the service are captured in the design of the new service specification (through Market engagement activities)	All	11/26
Include accessibility in quality standards	All	11/26
Include EDI assessment as part of tender process	All	11/26
Continue to measure EDI data for services	All	11/26

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Ian Spicer	Executive Director	02/09/2026

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis 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 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 Equality Analysis completed	14/08/2026
Report title and date	Equality Screening Assessment Part A Housing Related Support for Rough Sleepers
Date report sent for publication	22/09/2026
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	14/08/2026