

Appendix 2B.

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 Prevention and Rough Sleeper Strategy 2023-2026	
Date of Equality Analysis (EA): 27/09/2022	
Directorate: Adult Care, Housing & Public Health	Service area: Housing Options
Lead Manager: Helen Caulfield-Browne	Contact number: Helen.caulfield-browne@rotherham.gov.uk 01709 807831
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input type="checkbox"/> 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 (e.g. service user, managers, service specialist)
Sandra Tolley	RMBC	Head of Housing Options Service
Helen Caulfield-Browne	RMBC	Housing Options Operations Manager
Daisy Wardle	RMBC	Housing Options Development 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.)

The Homelessness Prevention and Rough Sleeper Strategy is reviewed every three years.

It is a statutory requirement for all local authorities to have a Homelessness and Rough Sleeping Strategy which reviews the circumstances within the local area, which identifies key challenges and sets out priorities for addressing how we will work to prevent and reduce homelessness. The Homelessness and Rough Sleeping Strategy 2023-2026 are designed to:

- Provide a comprehensive evidence base which sets out the issues relating to homelessness within the district.
- Clearly identify the priorities relating to homelessness and rough sleeping for the lifetime of the strategy.
- Sets out the approach to homelessness prevention which is fit for purpose and meets the Requirements of the Homelessness Reduction Act.

The Homelessness Reduction Act 2018 was introduced, placing additional duties on local authorities in respect of the provision of services and the assessment and relief of homelessness. The duties now placed on local authorities are considerable and it is only through effective partnership working and shared vision, that we can continue to meet the ambitions of the Homelessness Reduction Act. In brief the act includes:

- The prevention of homelessness
- The duty to relieve homelessness
- A duty to make an assessment of housing and support needs, producing a personal housing plan.

In order to write the new strategy, we have carried out a full review of homelessness in Rotherham. The outcome of the Homelessness Review has helped us to target our key priorities and action plan to meet the needs of in Rotherham.

What we know:

The following data, gathered between April 2019 to September 2021, has been looked at to help shape the Strategy. All of this data has been collated from individual applicants who have approached the Council as they are either threatened with homelessness or are homeless.

5,005 people have approached and presented themselves either at risk of homelessness or homeless and a case was opened. 80% of those that approached us had a duty accepted.

The main reason for homelessness is family or friends no longer willing to accommodate, which affected 36% of those that approached us. The second most common reason was private tenancies ending, which affected 15% of those that approached us. The other main reasons were relationship breakdown – non-violent (8%), being released from prison or being on bail (8%) and domestic abuse (7%).

Annual counts of rough sleepers in Rotherham have seen a reduction, from 10 in 2019/2020 to 3 in 2021/22. In July 2022, there were zero rough sleepers recorded, this number has stayed low since.

Protected Characteristic	Evaluation/analysis:
Age	<p>50% of the main applicants were between the ages of 25 to 40. This figure is higher than the overall population of Rotherham, where 25 to 40 year olds makes up 19% of the population. 21% of those that approached us were 16 to 24 year olds. This figure is higher than the overall population of Rotherham, where 16 to 24 year olds makes up 10% of the population. 26% of those that approached were 41 to 64 years old, this number is lower than the overall population of Rotherham, where 41 to 64 year olds make up 32%. There had been a slight increase in the number of 65+ year olds approaching us during the 2019/2022 period, which raised from 2.3% to 4%, which was due to the Covid 19 pandemic. This has now decreased 3%, which is more in line with the figures from before the Covid 19 pandemic. This figure is lower than the overall population of Rotherham, where 65+ year olds make up 20% of the population.</p> <p>The Homeless Prevention and Rough Sleeper Strategy 2023-2026 indicates no actual or likely negative impact.</p>
Sexual orientation	<p>The data tells us that 73.2% of main applicants identify as Heterosexual or straight. 2.5% identify as part of the LGBT community. A large percentage of 24.4% either stated that they would prefer not to say, or the data was unknown. Because of this, the data may not reflect a true picture the analysis has been reliant on data available. Recommendation, there is a need to focus on quality data input and service data analysis.</p> <p>The Homeless Prevention and Rough Sleeper Strategy 2023-2026 indicates no actual or likely negative impact.</p>

Race	<p>The main ethnicity of the main applicant is predominantly White British, at 76% and 17% were from the BAMER communities, this is slightly lower for White British in comparison to Rotherham's population, which is 91.9% and higher for those within the BME community within Rotherham which is 8.1%. The most underrepresented ethnicity is Chinese, which made up of 0.1% presentations, however, this is similar with Chinese ethnicity population which makes up 0.23% of Rotherham's population.</p> <p>The Homeless Prevention and Rough Sleeper Strategy 2023-2026 indicates no actual or likely negative impact.</p>	
Sex	<p>52% of main applicants stated that they were male, and 48% stated that they were female. We have a higher percentage of males approaching the service in comparison with local population data, as local population data states that 50.7% of the population are females and 49.3% of the population are males.</p> <p>The Homeless Prevention and Rough Sleeper Strategy 2023-2026 indicates no actual or likely negative impact.</p>	
Pregnancy and maternity	<p>26 of individuals had dependent children. This is higher than the population of Rotherham where 19% have dependent children.</p> <p>27.9% of new applicants that approached the service were pregnant. This percentage decreased in 2020/21 by 4.1%, but then increased in 2021/22 by 6.7% and is now at the highest point it has been over the last three years.</p> <p>The Homeless Prevention and Rough Sleeper Strategy 2023-2026 indicates no actual or likely negative impact.</p>	
Married and civil partnership	<p>The data tells us that 57.3% of main applicants stated that they were single. 6.3% stated that they were married, 1.9% stated that they were divorced, 0.5% stated that they were co-habiting, 0.5% stated that they were widowed and 0.3% stated that they were in a civil partnership. A large percentage of 29% either stated that they would prefer not to say, or the data was unknown. Because of this, the data may not reflect a true picture, the analysis has been reliant on data available. Recommendation, there is a need to focus on quality data input and service data analysis.</p> <p>The Homeless Prevention and Rough Sleeper Strategy 2023-2026 indicates no actual or likely negative impact.</p>	

Disability	<p>In total, 37.1% of those that approached us stated that they had a disability. 19.9% stated that they had a history of mental health illness, 7.6% stated that they had a learning disability and 9.6% stated that they had a physical disability. Although the percentage is low in presentations, there are individuals who may not have considered themselves to have a disability and have not disclosed it to us.</p> <p>The Homeless Prevention and Rough Sleeper Strategy 2023-2026 indicates no actual or likely negative impact.</p>	
Gender reassignment	<p>Data is limited; therefore, it has not been possible for us to complete a full evaluation. It is recommended that there is a review on data collation and input of this protected characteristic.</p>	
<p>Religion or belief</p> <p>Homeless due to Domestic Abuse</p> <p>Complex Needs</p>	<p>59.7% stated that they did not follow any religion or belief, 13.4% stated that they would prefer not to say, 11.2% stated that they followed Christianity (all denomination), 4.7% stated that they were Muslim, 1.4% stated that they were from any other religion and 0.3% stated that they were Hindu. In comparison to local population data, 66.5% stated that they were Christian, 22.5% stated that they did not follow any religion, 6.6% have not stated, 3.7% stated that they were Muslim and 0.2% stated that they followed another religion. This shows that more individuals approach us that do not follow any religion compared to the local demographic makeup.</p> <p>The Homeless Prevention and Rough Sleeper Strategy 2023-2026 indicates no actual or likely negative impact.</p> <p>8% of homeless applicants are homeless due to domestic abuse.</p> <p>The Homeless Prevention and Rough Sleeper Strategy 2023-2026 indicates no actual or likely negative impact.</p> <p>18% of applicants were considered to have complex needs Complex needs are defined by the homeless service as a lead applicant having 2 or more areas of vulnerability, such as substance misuse, offending behaviour, mental, physical ill health and domestic abuse.</p> <p>The data for disabilities and domestic abuse has also been captured separately.</p> <p>The Homeless Prevention and Rough Sleeper Strategy 2023-2026 indicates no actual or likely negative impact.</p>	

Economic Status	<p>23% employed, either full time or part time 77% unemployed</p> <p>The Homeless Prevention and Rough Sleeper Strategy 2023-2026 indicates no actual or likely negative impact.</p>	
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What equality information is available? (Include any engagement undertaken)

Sources of data include:

- [HCLIC data](#) - government reported data including homelessness approaches and cases data
- The Council's homelessness cases data – homeless case data including demographic data for all that have approached the service
- [Local population data](#) – Rotherham's demographic makeup
- [Indices of Multiple Deprivation](#) – measures the relative deprivation of the borough
- [Census 2011](#) – national demographic makeup from the Census completed in 2011
- [Census 2022](#) – national demographic makeup from the Census completed in 2021
- [Homelessness Monitor 2022 \(Crisis UK\)](#) – analysis of homelessness impacts of recent economic and policy developments within the UK
- [Statutory Homelessness in England: January to March 2022](#) – statistics on statutory homeless assessments and households in temporary accommodation

As part of engagement activities, we captured equality information through surveys, one was completed in person, and two were completed online, these surveys included questions around equality strands. These surveys were aimed at those with lived experience of homelessness as well as partners, professionals, and the general public.

The analysis of homelessness provisions by different groups will help ensure that the Strategy has a positive impact across all communities and protected characteristics.

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

When analysing the local data available specifically from customers who have presented to the homelessness service the data for 2021-2022 period demonstrated some gaps in local data reporting. **(Please refer to the table above)**

It is recognised that the issue of 'hidden homelessness' i.e., people living in unsuitable accommodation, or with little security of tenure is very difficult to quantify. The data is reliant on people who approached the Council's homeless service. We are committed to continuing to promote our services and widely, and via our partner agencies and local networks, so that local residents of all understand what support is available to them, this will include target activities for under presented groups to ensure the most hard to reach group access the support and help they need to prevent the risk of homelessness or reoccurrence of homelessness.

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

Proposals and actions derived from this Strategy will be monitored and reported on internally through the internal Homelessness Strategic Board and Rotherham Homeless Forum as well as an annual report through the Improving Places Select Commission.

The service manager responsible for operational delivery and quality assurance of data input will report to the Head of Housing Options on performance, equality analysis against the homeless strategy aims and objectives and monitor the quality of data input through quality assurance processes.

Analysis of equality and diversity data will be frequently undertaken by the homelessness manager to identify if any protected characteristic groups are under-represented, so these are discussed and help identify any changing trends and the need to respond differently.

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

Between June and September 2022, there was various co-design and engagement activities. We received feedback from 54 individuals

- Survey for those with lived experience of homelessness as well as art workshops and round table discussions, this was completed with the following groups:
 - Those aged 16 to 24 who reside in young persons supported housing
 - Those who have complex needs who reside at vulnerable adult commissioned services
 - Families with young children, couples and singles who are living in emergency accommodation
 - Customers that visit Shiloh and Rotherham Minister Social Supermarket
- Poll question on the relevance of the current vision for the strategy, this was completed at Rotherham Show with members of the public
- Two online public surveys – one for those with lived experience and the other for the general public

The key findings highlighted some improvement suggestions for the way the services are delivered. This included a focus on early intervention and prevention campaign, better communication between officers and applicants, better training and development of staff and a closer relationship between private sector landlords and the Council.

<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Please note that this section also includes stakeholders.</p> <p>Between June and September 2022, there was various co-design and engagement activities. They were either round table discussions, polls or online public survey. We received feedback from 314 people. These were done with the following groups:</p> <ul style="list-style-type: none"> • Homelessness Forum • Housing Involvement Panel • Strategic Housing Board • Rotherfed • Staff members/stakeholders/professionals that took part in the online public survey <p>The key findings reflect similarly to that of the customers and members of the public.</p>
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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)

The Homelessness Prevention and Rough Sleeper Strategy is aimed at improving homelessness services for all customer groups with housing or housing-related support needs. As such, no group or individual across Borough should be adversely affected or disadvantaged as a result of the strategy. The Strategy will actively recognise the difficulties faced by those facing homelessness and rough sleepers in accessing services and promotes inclusion.

The strategy seeks to remove barriers which people can face in accessing homeless provisions including all individuals who have one or more of the protected characteristics. The Strategy recognises people experiencing homelessness can have multiple disadvantages, which can include people with a range of additional support needs, for example individuals with learning difficulties and or autism. In particular, those individuals with ‘mild’ learning disabilities, where their difficulties may not be obvious, so other people and services may not provide necessary support and may be at a greater risk of becoming homeless.

The Strategy emphasises the importance in working with colleagues in Adult Social Care and Children Services to improve coordination and integration of support services around individuals and families. Recognising the impacts of recurring instances of homelessness and acting to prevent these where possible, adopting multi-disciplinary approaches which are focussed on the best interests of the person.

The Strategy will support the need to increase staff awareness through training and development on how to identify when individuals require additional support and appropriate reasonable adjustments. This may include assisted communication or specific approaches and strategies that are known to be helpful to best engage and support the individual.

The Council's specialist learning difficulties housing officer will drive the importance of removing such barriers and act as an advocate where appropriate, raising awareness of best practice within housing services.

Where an applicant's first language is not English, the Council will provide translated information and interpreting services and publicise the availability of these services to residents and community organisations.

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

The Strategy's aim is to remove barriers and provide support to those that are threatened with homelessness or who are homeless. Therefore, this Strategy will have a positive impact on the communities and those with protected characteristics.

Failure to deliver the Strategy may, however, have negative consequences for some protected groups and in that sense the strategies have been designed to meet identified needs.

The Strategy includes actions specifically geared to ensure services are available to meet the needs of everyone, including marginalised groups. The Strategy is designed to support social inclusion and to help all residents to thrive and have a positive impact by breaking down some of the barriers that people face in accessing homelessness support and accessing suitable housing solutions. The actions contained in the strategy are intended to minimise any negative effects of the groups of people who are or may experience homelessness.

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

The Homelessness Prevention and Rough Sleeper Strategy is inclusive to all people in Rotherham who experience homeless issues and will make accessing homelessness support easier for those with specific housing needs, including individuals with protected characteristics. **This is detailed in section 4.**

In addition - The aim of the Strategy is to support those who have complex needs by having better partnership working between prison and hospital discharges, which will increase the amount of people who approach and who we are able to support. An aim is to also support young people, with more engagement with young people, we can assist them earlier and prevent homelessness. Another aim is to ensure access to support, whether this is health, employment, or tenancy support. This will support those that become housed with sustaining their tenancy and ensuring that there is no repeat homelessness.

The Strategy seeks to develop a partnership approach to reducing homelessness over the next three years, working with all stakeholders and most importantly people who have experienced homelessness to develop effective solutions and to increase the range of available options. The Strategy was co-designed with members of the public, those with lived experiences, partners, professionals, and members of staff.

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)

With better promotion of services, it will increase the publics knowledge of Housing Options and the services that they provide. Working with the private rented sector landlords to build better relationships and to proactively prevent homelessness. Working with the public more will help to build a better relationship between the Council and the public. The Strategy is also aligned with various other organisational and departmental strategies, plans and policies including:

- [The Housing Strategy 2022 - 2025](#)
- [Thriving Neighbourhoods Strategy 2018 - 2025](#)
- [Rotherham Joint Health and Wellbeing Strategy 2025](#)
- [The Housing Allocations Policy Revised 2021](#)
- [The Council Plan 2022 – 2025](#)

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: Homeless Prevention & Rough Sleeper Strategy Review
Directorate and service area: Housing Options – Adult Social Care, Housing & Public Health
Lead Manager: Helen Caulfield-Browne
Summary of findings:
<p>Due to the Councils data IT systems transition from the old system to the new we found that the quality of the data input in some areas required improvement. The current system does not collate gender reassignment as one of the protected characteristics. This has been raised and has been since confirmed that the councils NEC system will need to include such protected characteristic.</p> <p>The quality input of the data has been brought to the attention of Homelessness Accommodation manager during the analysis and they have since implemented quality assurance monitoring.</p> <p>We have collected equality and diversity information from three surveys; lived experience of homelessness survey completed in person/over the phone and the two online public surveys. Due to this, the equality and diversity information below does not represent a full picture. This is due to it not always being appropriate to ask personal and sensitive questions in some of the co-design and engagement settings. As a whole, this data is similar to Rotherham's demographic makeup, which shows true representation of the borough's voices.</p> <p>There have been no negative impacts identified. The Strategy is reaching the wider demographic, and the Strategy is inclusive to all, as well as supports the most marginalised people in Rotherham who may have protected characteristics.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
To ensue that future data analysis includes gender reassignment, the Councils NEC system to be reviewed and a request to be made for this to be added. Request has since been made.	gender reassignment	11.02.23

*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

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	25/10/2022
Report title and date	Revision and review of the Homeless Prevention and Rough Sleeper Strategy
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	24/01/23