



## Equality Impact Assessment

### Responsibility and Ownership

Name of policy, practice, service or function: North Derbyshire Homeless Strategy and Homelessness Review

Responsible department: Housing Options .....

Service area: Growth Directorate.....

Lead Officer: Diane Parker .....

#### Other members of assessment team

Name	Position	Area of expertise
Carl Griffiths	Private Rented Sector & Housing Options Manager	Homelessness legislation, private sector housing, vulnerable households
Karl Apps	Joint Housing Strategy and Growth Manager	Housing need, growth and development

## Scope of the assessment

<p>1</p>	<p><b>What are the main aims/objectives or purpose of the policy, strategy, practice, service or function?</b></p>	<p>Working in partnership with Bolsover District Council (BDC) and Chesterfield Borough Council (CBC) the strategy was developed with the intention of creating the North Derbyshire Homelessness Forum, a body made up of many statutory and voluntary agencies working to prevent and tackle homelessness across North Derbyshire.</p> <p>The aim of the Strategy is to supply strategic leadership on homelessness and prevention across North Derbyshire through early intervention, targeted support and the procurement of funding streams.</p> <p>The main objectives of the Strategy are:</p> <ul style="list-style-type: none"> <li>• <b>Objective 1:</b> Develop a robust young person’s housing pathway by delivering a range of housing solutions with our partners</li> <li>• <b>Objective 2:</b> Create strong partnerships with all stakeholders to tackle homelessness for all those at risk , including those most vulnerable households</li> <li>• <b>Objective 3:</b> Prevent rough sleeping across the area</li> <li>• <b>Objective 4:</b> Prevent homelessness by tackling and reducing financial deprivation within our communities</li> <li>• <b>Objective 5:</b> Work towards each local authority achieving the Homelessness Gold Standard</li> </ul> <p>The Strategy is in association with the;</p> <ul style="list-style-type: none"> <li>• NEDDC’s Health and Wellbeing Strategy 2015-19</li> <li>• Derbyshire Health and Wellbeing Strategy</li> </ul>
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		<ul style="list-style-type: none"> <li>• Derbyshire Housing and Health Joint Needs Assessment</li> </ul> <p>Other related Council policies and Strategies to be taken into consideration will include;</p> <ul style="list-style-type: none"> <li>• The Housing and Economic Development Strategy</li> <li>• The Choice Based Lettings and Allocations Policy</li> <li>• Safeguarding Adults/Children</li> </ul> <p>The Strategy is aligned with the corporate aims;</p> <ul style="list-style-type: none"> <li>• Supporting Our Communities to be Healthier, Safer, Cleaner and Greener</li> <li>• Unlocking our Growth Potential</li> <li>• Providing our Customers with Excellent Service</li> </ul>
<b>2</b>	<b>Are there any external factors we need to consider like changes in legislation?</b>	<ul style="list-style-type: none"> <li>• The Homelessness Act 2002</li> <li>• The Localism Act 2011</li> <li>• Housing and Planning Act 2016</li> <li>• Homeless Link</li> <li>• No Second Night Out</li> <li>• Making Every Contact Count</li> <li>• Welfare Reform</li> <li>• Equalities Act 2010</li> <li>• Human Rights Act</li> </ul>
<b>3</b>	<b>Who implements the policy, strategy, practice, service or function?</b>	<p>The Council through the Housing Options Team work with internal and external partners to deliver its homelessness function including the strategic approach to tackle homelessness and prevention, this also includes supporting</p>

		<p>some organisations through funding. Internal and external partner's include:</p> <ul style="list-style-type: none"> <li>• Housing Strategy and Enabling Team</li> <li>• Environmental Health Department</li> <li>• Rykneld Homes</li> <li>• Private sector landlords</li> <li>• Registered providers</li> <li>• Derbyshire CC, including Children Services</li> <li>• Police</li> <li>• Prison services</li> <li>• Voluntary and community organisations, including Derbyshire Domestic Violence and Sexual Abuse Service (DDVSAS), Action for Children, Chesterfield Law Centre, Action Housing</li> <li>• Partnership working with CBC and BDC</li> </ul>
4	<b>Who is affected by the policy, strategy, practice, service or function?</b>	The Strategy will affect people who are vulnerable, homeless or threatened with homelessness. Also statutory and voluntary agencies/organisations working to prevent and tackle homelessness will also be affected.
5	<b>What outcomes do we want to achieve, why &amp; for whom?</b>	The Homelessness Forum will be a multi-agency approach to strengthen, sustain, grow and innovate to tackle and prevent homelessness by creating a strategic and operational function to identify and deliver key priorities. We want to ensure that everyone has access to a place they can call home and provide both responsive and long term solutions should homelessness occur.
6	<b>What existing evidence do you have on the impact of the policy, strategy, practice, service or function?</b>	The North Derbyshire Homelessness Strategy 2016 - 2021 is the first Homelessness Strategy to be developed as a joint

		<p>strategy through a partnership approach.</p> <p>Performance indicators.</p> <p>P1E's government stats.</p>
7	<b>How is information about the policy, practice, service or function publicised?</b>	<p>The strategy will be made available on NEDDC's, BDC, and CBC website and will be circulated to partners and stakeholders.</p> <p>The strategy aims to raise awareness through joint campaigns locally and through other local strategies.</p>

### Identifying Potential Equality Issues

Consider any impacts / barriers on each of the protected characteristics set out below and consider any that might cross over e.g.: between race / disability, gender / religion and belief, sexuality / age etc. Indicate where the policy, practice, service or function could have a positive or negative impact for different groups and your reasons. Specify which data sources have informed your assessment. **Each Council has a Single Equality Scheme which provides an equality profile for the district which may be helpful.**

Race							
8	<b>Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race</b>						
	White	<table border="1"> <tr> <td>English / Welsh / Scottish / Northern Irish / British</td> <td rowspan="4">No impacts/barriers, however normally Gypsies and Travellers do not wish to live in 'bricks and mortar' housing and their needs have been assessed in the Derbyshire and East Staffordshire Gypsy and Traveller Assessment 2014, however individual people who approach the service will be assessed on their own merit.</td> </tr> <tr> <td>Irish</td> </tr> <tr> <td>Gypsy or Irish Traveller</td> </tr> <tr> <td>Any other White background</td> </tr> </table>	English / Welsh / Scottish / Northern Irish / British	No impacts/barriers, however normally Gypsies and Travellers do not wish to live in 'bricks and mortar' housing and their needs have been assessed in the Derbyshire and East Staffordshire Gypsy and Traveller Assessment 2014, however individual people who approach the service will be assessed on their own merit.	Irish	Gypsy or Irish Traveller	Any other White background
English / Welsh / Scottish / Northern Irish / British	No impacts/barriers, however normally Gypsies and Travellers do not wish to live in 'bricks and mortar' housing and their needs have been assessed in the Derbyshire and East Staffordshire Gypsy and Traveller Assessment 2014, however individual people who approach the service will be assessed on their own merit.						
Irish							
Gypsy or Irish Traveller							
Any other White background							

8	<b>Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race</b>							
	Asian / Asian British	<table border="1"> <tr> <td data-bbox="607 268 1046 304">Indian</td> <td data-bbox="1052 268 2056 1372" rowspan="5"> <p>The actual contents of the Strategy raises no impacts/barriers due to race as the strategy will be overarching to all, and is governed in practice by Homelessness Legislation and various council policies, for example the CBL Allocations Policy. The strategy will have no impact on this and will remain to give priority to all applicants suffering from hate crime, domestic violence, homelessness, etc.</p> <p>People who are subject to immigration control within the meaning of the Asylum and Immigration Act 1996 and in accordance with the Housing and Planning Act 2016 cannot access social housing and other benefits, therefore applicants have very limited options.</p> <p>There may be a potential language barrier if English is not the first language, however an interpreter can be commissioned. The Strategy can be printed in a different language when requested; also the Council's website has the Google translate function.</p> <p>Due to larger family sizes, larger properties may be required by the South Asian communities, which the district currently has a shortage of, however the BME Housing Needs Study concluded that due to small numbers and the demand for larger properties from across the community, the housing needs of those who require larger houses due to religious or cultural beliefs should be met in the same way as others.</p> <p>The North Derbyshire Homeless Forum will highlight any issues from the multi-agency members.</p> </td> </tr> <tr> <td data-bbox="607 304 1046 341">Pakistani</td> </tr> <tr> <td data-bbox="607 341 1046 378">Bangladeshi</td> </tr> <tr> <td data-bbox="607 378 1046 414">Chinese</td> </tr> <tr> <td data-bbox="607 414 1046 1367">Any other Asian background</td> </tr> </table>	Indian	<p>The actual contents of the Strategy raises no impacts/barriers due to race as the strategy will be overarching to all, and is governed in practice by Homelessness Legislation and various council policies, for example the CBL Allocations Policy. The strategy will have no impact on this and will remain to give priority to all applicants suffering from hate crime, domestic violence, homelessness, etc.</p> <p>People who are subject to immigration control within the meaning of the Asylum and Immigration Act 1996 and in accordance with the Housing and Planning Act 2016 cannot access social housing and other benefits, therefore applicants have very limited options.</p> <p>There may be a potential language barrier if English is not the first language, however an interpreter can be commissioned. The Strategy can be printed in a different language when requested; also the Council's website has the Google translate function.</p> <p>Due to larger family sizes, larger properties may be required by the South Asian communities, which the district currently has a shortage of, however the BME Housing Needs Study concluded that due to small numbers and the demand for larger properties from across the community, the housing needs of those who require larger houses due to religious or cultural beliefs should be met in the same way as others.</p> <p>The North Derbyshire Homeless Forum will highlight any issues from the multi-agency members.</p>	Pakistani	Bangladeshi	Chinese	Any other Asian background
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Pakistani								
Bangladeshi								
Chinese								
Any other Asian background								

<b>8</b>	<b>Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race</b>		
	Black / African / Caribbean / Black British	African	<b>Same as above</b>
		Caribbean	
		Any other Black / African / Caribbean / Black British background	
	Any other ethnicity	Arab	<b>Same as Above</b>
		Any other ethnic group	

<b>Sex / gender</b>
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<b>9</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their gender</b>	
	Female	<p>No barriers to the Strategy.</p> <p>Figures show that more woman than men are affected by domestic violence and is one of the top reasons for homelessness in North East Derbyshire. The North Derbyshire Homeless Forum will work with DDVSAS to tackle homelessness through domestic violence . Domestic Violence will continue to be a priority through Homelessness Legislation and the CBL Allocations Policy.</p>
	Male	<p>No barriers to the Strategy.</p> <p>Even though the figures show that more women are affected by domestic violence men are also affected, therefore the same applies to the male gender as stated above.</p>
	Transgender	<p>No barriers to the Strategy.</p> <p>The Council will treat a person's gender how they wish to be treated and how they live their life, but hate crime due to transgender can be a factor for homelessness. Priority will continue to be given to people suffering from hate crime.</p>

Age		
<b>10</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age</b>	
	0-9 years	<p>Legally, people under the age of 16 are supported through DCC Children's Services, rather than the council.</p> <p>The Strategy links with the Derbyshire Health and Wellbeing Strategy and one of its five priorities is to "Improve health and wellbeing in early years", therefore the North Derbyshire Homeless Forum will have consideration for this and will work with the Children's services to help deliver the North Derbyshire Homeless Strategy.</p>
	10-15 years	As above
	16-18 years	<p>No barriers to the Strategy.</p> <p>There are high levels of young people aged 16 to 24 who present as, and are accepted as homeless, therefore one of the Strategy's objectives is to: "Develop a robust young person's housing pathway by delivering a range of housing solutions with our partners". In order to deliver the objective, actions have been set out to support and prevent homelessness for this age group. The actions are in addition to the number of initiatives already in place.</p> <p>The Strategy also acknowledges the Council's approach to prevention work and recognises the link between housing and employment. The Ambition Project which supports 18 to 24 year olds to secure and sustain employment opportunities has been in place since January 2015.</p>
	19-24 years	<p>As above (16-18)</p> <p>The Strategy identifies the future capping of Housing Benefit in the social housing sector to Local Housing Allowance levels and will monitor the situation as this could be a factor for homelessness</p>



<b>10</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age</b>	
		and financial difficulties amongst social Tenants as well as private.
	25-34 years	No barriers to the Strategy.  As above (19-24)
	35-44 years	No barriers to the Strategy.  This group could find it hard to find employment after a term of unemployment and re skilling may be difficult, one of the actions in the strategy is to “Target households with financial problems to advice and employment support to prevent homelessness crisis”.
	45-54 years	As above
	55-59 years	As Above
	60-64 years	No barriers to the Strategy.  The aging population across the area is an emerging issue, which may lead to an increase in older households requiring support to prevent homelessness. The Strategy will work in line with the Council’s Housing and Economic Development Strategy, Health and Well Being Strategy and in partnership with external organisations to deliver housing and housing support services to older people.  An action set out in the Strategy is to “work in partnership with health and social care partners to conduct a Derbyshire wide housing and health audit”, which will include older peoples housing issues.
	65 years and over	As above

Disability		
11	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their disability or long term ill health</b>	
	Physical or mobility impairments	<p>There are no barriers to the strategy, however it may take longer to find suitable accommodation for someone with particular housing needs, such as adaptations, however the Strategy's objective to "Create strong partnerships with all stakeholders to tackle homelessness for all those at risk , including those most vulnerable households" will include help and support for people with a physical or mobility impairment to help them live independently in their own home or find suitable alternative accommodation, for example the Extra Care schemes located in the district or adapted bungalow.</p> <p>An action set out in the Strategy is to "work in partnership with health and social care partners to conduct a Derbyshire wide housing and health audit", to identify the housing needs of people with a disability or long term ill health.</p>
	Sensory (hearing, visual, speech)	<p>People with sensory impairments may find it harder to access the services provided. However, specialist sign language providers and translators can be used if required.</p> <p>The website is installed with Browse Aloud which allows people with a visual impairment to access website data. Documents can be converted to a Braille document if required.</p>
	Mental health	<p>There are no barriers to the strategy.</p> <p>An Objective in the Strategy is; "Create strong partnerships with all stakeholders to tackle homelessness for all those at risk , including those most vulnerable households", the Housing Options Team will work with partner agencies to support those with complex needs, including mental health problems, learning disabilities, physical/mobility impairments and non-visible conditions, from a strategic approach through the North Derbyshire Homeless Forum as well as on an operational basis.</p>
	Learning disabilities	Same as above
	Non-visible conditions such	Same as above

<b>11</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their disability or long term ill health</b>	
	as epilepsy or diabetes	

<b>Religion or belief</b>
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<b>12</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their religion or belief, including non belief</b>	
	No religion	The strategy does not cause any adverse impact/barriers for people because of their religious beliefs. The North Derbyshire Homeless Forum will highlight any issues from the multi-agency members.
	Christian	As above. Housing for homeless applicants near religious places of worship may not be possible operationally or on a strategic level.
	Buddhist	As above.
	Hindu	As above.
	Jewish	As above.
	Muslim	As above.
	Sikh	As above.
	Any other religion	As above.
	Any other philosophical belief	As above.

<b>Sexual orientation</b>	
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<b>13</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their sexual orientation</b>	
	Heterosexual	No applicant will be treated less favourably than another on the grounds of their sexual orientation.
	Lesbian	As above, however people may suffer hate crime due to their sexuality, the Council will continue to work with multi-agencies to tackle homelessness for these groups.
	Gay	As above
	Bisexual	As above
	Prefer not to say	As above

<b>Other categories</b>	
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<b>14</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of other factors</b>	
	Rural / urban	<p>There are no barriers to the Strategy</p> <p>People living in rural areas may have less access to housing choice, however they will still have the same support through the Housing Options Team and the North Derbyshire Homeless Forum</p>
	Carers	<p>There are no barriers to the Strategy.</p> <p>The North Derbyshire Homelessness Strategy will take into consideration the Derbyshire Health and Well Being Strategy to; “promote the independence of people living with long term conditions and their carers – because helping people to manage their condition better can significantly improve quality of life and reduce the need for hospital or emergency care”.</p>
	Child poverty	<p>There are no barriers to the Strategy.</p> <p>The Council will work with internal and external organisations to fulfil Objective 4: Prevent homelessness by tackling and reducing financial deprivation within our communities, which will help</p>

<b>14</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of other factors</b>
	alleviate child poverty.
Social value*	<p>The Strategy will take into consideration the following;</p> <ul style="list-style-type: none"> <li>• Council's Housing and Economic Development Strategy</li> <li>• Health and Wellbeing Strategy 2015-19</li> <li>• Corporate Aims</li> <li>• Derbyshire Health and Wellbeing Strategy</li> </ul> <p>Through the North Derbyshire Homeless Forum, the multi-agency members will work to secure wider social values and continue to work with partners to alleviate socio-economic barriers through housing and employment.</p>
Any other	

\*The [Public Services \(Social Value\) Act](#) requires people who commission public services to think about how they can also secure wider social, economic and environmental benefits. Before they start the procurement process, commissioners should think about whether the services they are going to buy, or the way they are going to buy them, could secure these benefits for their area or stakeholders.

### Analysing the information and setting equality objectives and targets

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?

### Document the evidence of analysis

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Customer feedback and complaints	None as yet			
Consultation and community involvement	<p>To inform the review extensive consultation took place:</p> <ul style="list-style-type: none"> <li>• Consultation meetings were held</li> <li>• Consultation events were held – a Homelessness Forum Strategy event in February 2015</li> <li>• An online survey</li> </ul>	<ul style="list-style-type: none"> <li>• Partner organisations</li> <li>• homeless service providers</li> <li>• Support agencies</li> <li>• senior managers and operational staff</li> <li>• All partners across North Derbyshire</li> </ul>	<p>The key themes expressed through this consultation were around:</p> <ul style="list-style-type: none"> <li>• The impact of welfare reform</li> <li>• Funding and Budgetary pressures</li> <li>• Future Challenges</li> <li>• Gaps in Service Provision</li> </ul> <p>From this, the development of the principles to be implemented and embedded through the strategy were identified and the key priorities.</p>	
Performance information including Best Value	<p>2015 Annual Statistics - online</p> <p>LA statistics – internal source</p> <p>Quarterly statistics - online</p>	<p>Derbyshire Rough Sleepers Count</p> <p>Housing stock figures</p> <p>P1E Government Returns</p>	<p>How many people are sleeping rough</p> <p>Number of Social Housing Stock</p> <p>Number of homeless presentations where a duty to re house was</p>	

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
	<p>Collected from the Strategic Housing Market Assessment (SHMA) report</p> <p>Quarterly</p> <p>Quarterly Performance Indicators</p>	<p>North Derbyshire and Bassetlaw SHMA 2013</p> <p>LA's CBL and Welfare Reforms Monitoring</p> <p>LA's Statistics</p>	<p>accepted, homeless prevention cases and the reasons for homelessness. Also the demographics of the homelessness cases.</p> <p>Affordable housing need and mix</p> <p>Housing allocations and priority</p> <p>homelessness stats</p>	
Take up and usage data				
Comparative information or data where no local information available	Comparators against CBC and BDC			
Census, regional or national statistics	<p>Online</p> <p>Online</p>	<p>Census 2011</p> <p>ONS – Indices of Multiple Deprivation 2010 and 2015</p>	<p>District demographics</p> <p>Deprivation of the District</p>	

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
	Online	ONS - Annual survey of hours and earnings 2011 and 2014	Average gross weekly earnings	
	Online	NOMIS - 2011 and 2015	Levels of employment and unemployment	
Access audits or other disability assessments				
Workforce profile				
Where service delivered under procurement arrangements – workforce profile				
Monitoring and scrutiny arrangements	Joint monitoring to be put in place by The North Derbyshire Homelessness Forum	It will be collected from the multi agency/organisations from the forum	It will monitor the objectives in the strategy	

## Recommendations and Decisions

### Take immediate action by:

Amending the policy, strategy, practice, service or function	
Use an alternative policy, strategy, practice, service or function	
Develop equality objectives and targets for inclusion in the service plan	
Initiate further research	Who should attend the North Derbyshire Homeless Forum
Any other method (please state)	



All actions must be listed in the following Equality Impact Assessment Improvement Plan Summary

**Equality Impact Assessment Improvement Plan Summary**

**Name of policy, practice, strategy, service or function** North Derbyshire Homeless Strategy and Homelessness Review  
**Department** .....

**Date of assessment** .....

Please list all actions, recommendations and/or decisions you plan to take as a result of the equality impact assessment.

<b>Recommendation/Decision</b>	<b>Action Required</b>	<b>Responsible Officer</b>	<b>Target Date</b>	<b>Resources</b>	<b>Progress</b>	<b>Actual Outcome</b>
Robust monitoring	Ensure the monitoring procedures are in place to evaluate the objectives and look for any gaps in provision for the protected characteristics	Joint responsible officers from NEDDC, BDC and CBC (Housing Options Manager for NEDDC)	Once strategy implemented - 2016			
Ensure the optimum set up of the North Derbyshire Homeless Forum	Invite the relevant service providers to alleviate any gaps in provision for	Joint responsible officers from NEDDC, BDC and CBC (Housing Options	Once strategy implemented - 2016			

Recommendation/Decision	Action Required	Responsible Officer	Target Date	Resources	Progress	Actual Outcome
	the protected characteristics	Manager for NEDDC)				

Please state where the departmental electronic assessment will be kept:

.....  
Please send your completed assessment form to:

Amar Bashir Improvement Officer (NEDDC Equality lead) Customer Service and Improvement Transformation Directorate Ext: 7047 <a href="mailto:Bashir.amar@ne-derbyshire.gov.uk">Bashir.amar@ne-derbyshire.gov.uk</a>	Lynne Cheong Improvement Officer (BDC Equality lead) Customer Service and Improvement Transformation Directorate Ext 2407 <a href="mailto:Lynne.cheong@bolsover.gov.uk">Lynne.cheong@bolsover.gov.uk</a>
Please note the Improvement Team is a joint team and as such cover is provided across both councils– please contact the NEDDC/BDC leads as required.	

### Improvement Officers

Approval Process		Comments
Date of assessment		
Date of IO review		
Signed off	Yes / No	
Subject to minor amendments	Yes / No	
Any advice given	Yes/ No	
Date published on corporate website		

Copies of all EIAs are stored electronically by the Improvement Team for internal reference. The Council publishes its Equality Impact Assessments as evidence of the analysis that it undertook to establish whether its policies, strategies, practices, services and functions would further or would have furthered the 3 aims of the general equality duty, details of the information that it considered and details of engagement undertaken when doing the analysis.

The general duty requires the council to:

- Eliminate discrimination, harassment & victimisation
- Advance equality
- Foster good relations between different groups

DRAFT