

Cambridge City Council Equality Impact Assessment (EqIA)



This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk or phone 01223 457046. Once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, (graham.saint@cambridge.gov.uk or 01223 457044).

1. Title of strategy, policy, plan, project, contract or major change to your service:
Homelessness Prevention Grant funding applications process
2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
Not yet available
3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
To distribute grant funding to organisations assisting the Council in preventing homelessness in the City, as fairly and effectively as possible.
4. Responsible Service
Housing Advice Service

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- Residents of Cambridge City
- Visitors to Cambridge City
- Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

The successful prevention and reduction of homelessness in the City will have a positive impact on all people who occupy the City as residents, employees or tourists. In particular, the most positive impact will be upon vulnerable people who require interventions, in order to prevent them from falling into housing crisis. Those people who have already become street homeless will also benefit significantly.

6. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

- New
- Major change
- Minor change

7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

- No
- Yes (Please provide details): The Council is dependent upon partner agencies to deliver the outcomes that have been committed to in the application process. These agencies include Cambridge Cyrenians; Citizens Advice Bureau; Cambridge Women's Aid; CHS Group; Jimmy's; Centre 33; The Riverside Group; Cambridgeshire County Council; Hope Into Action Cambridge; Cambridgeshire Community Foundation; Homeless Link; Wintercomfort; Change Grow Live (CGL); Cambridge and Peterborough Foundation Trust.

8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?

The report will be considered by Housing Scrutiny Committee on 27 September 2018.

9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?

Applications for funding under the programme are openly invited from all organisations able to meet the basic criteria of providing a service that will help prevent homelessness, including organisations providing services exclusively to groups with protected characteristics (see below). Organisations are expected to provide evidence of need for the service as part of the bidding process. All bidding organisations must be able to demonstrate compliance with the Equality Act 2010.

Successful applicants for a grant must provide quarterly monitoring reports which must include evidence of Equality Act compliance and impacts.

Since April 2018, we have been reporting to the Ministry of Housing, Communities and Local Government about homeless applications to the City Council, at a household level. We will therefore be able to monitor patterns in the causes of homelessness going forward. We will also be able to see any impact that our funding programme has had on the demographic make-up of people who have become homeless.

10. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age

Note that this refers to any group of people of a particular age (e.g. 32 year-olds) , or within a particular age range (e.g. 16-24 year-olds) – in particular, please consider any safeguarding issues for children and vulnerable adults

Bids for funding were invited from organisations providing services to all sections of the community, and a range of age groups. The availability of funding, and the objectives of the programme were publicised on the corporate website, and by email to all members of the Homelessness Strategy Implementation Partnership (HSIP), which represents all significant groups working with a cross section of clients in need. Proposed grant awards to projects specialising in the needs of particular age groups include the following:

- Cambridge Cyrenians - Housing Related Support - Older People Homeless Floating Support Service (over 50s);
- CHS Group - Young Parent Project (YPP)
- Centre 33 - Homeless & Housing Service for young people under 25 years
- The Riverside Group - Cambridge Youth Foyer EBS - Emergency Bed Spaces (ECHG)
- YMCA (Emergency Bed Spaces).

Consequently, the needs of people whose vulnerability is associated with their age have been fully considered. Projects focusing on homelessness prevention and relief among young people are disproportionately represented amongst the applicants and proposed grant recipients. However, this directly reflects the fact that young people are demonstrably more at risk of homelessness in the City. Parental eviction is one of the top two causes of homelessness.

(b) Disability

Note that a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Bids for funding were invited from organisations providing services to all sections of the community, and a range of disabilities. The availability of funding, and the objectives of the programme were publicised on the corporate website, and by email to all members of the Homelessness Strategy Implementation Partnership (HSIP), which represents all significant groups working with a cross section of clients in need.

Proposed grant awards to projects specialising in the needs of people with a significant mental impairment include the following:

- Cambridgeshire County Council - Counting Every Adult Service (CEA) Chronically Excluded Adults;
- Cambridgeshire and Peterborough Foundation Trust - Substance Misuse and Dual Diagnosis Service

Almost without exception, projects submitting funding requests support vulnerable people, and often their vulnerability relates to mental or physical ill-health (even if these needs are not the primary focus of the service or project). The distribution of funding therefore has a positive impact on people with these characteristics who are homeless or vulnerably housed.

(c) Gender reassignment

Bids for funding were invited from organisations providing services to all sections of the community, regardless of gender identification. The availability of funding, and the objectives of the programme were publicised on the corporate website, and by email to all members of the Homelessness Strategy Implementation Partnership (HSIP), which represents all significant groups working with a cross section of clients in need.

There have been no funding requests from groups specifically specialising in the needs of people who are undergoing (or have undergone) gender reassignment. However, as part of the grant monitoring process, the City Council ensures that all grant recipients offer equal services to all those in need of those services, regardless of their gender identification. The grant distribution process therefore ensures that there is no negative impact on persons who are undergoing (or have undergone) gender reassignment.

(d) Marriage and civil partnership

Bids for funding were invited from organisations providing services to all sections of the community, regardless of their marital status. The availability of funding, and the objectives of the programme were publicised on the corporate website, and by email to all members of the Homelessness Strategy Implementation Partnership (HSIP), which represents all significant groups working with a cross section of clients in need. Some proposed grant awards are to projects specialising in the needs of people whose relationship is breaking down or has broken down (for example Cambridge Women's Aid). The legal status of that relationship, however, is of no consequence to the level of service provided. No negative impacts have been identified.

(e) Pregnancy and maternity

Bids for funding were invited from organisations providing services to all sections of the community, regardless of their status as parents (or parents-to-be). The availability of funding, and the objectives of the programme were publicised on the corporate website, and by email to all members of the Homelessness Strategy Implementation Partnership (HSIP), which represents all significant groups working with a cross section of clients in need. Proposed grant awards to projects specialising in the needs of pregnant women and mothers include the following:

- CHS Group - Young Parent Project (YPP)
- Cambridge Women's Aid

Cambridge Women's Aid specialise in the needs of women experiencing domestic abuse. Funding to Cambridge Women's Aid has been reduced by 15% this year. This is because some of their services are delivered elsewhere.

Women, and pregnant women in particular are disproportionately represented amongst those who approach the City Council's Housing Advice Service directly for advice. Since the enactment of the Homelessness Reduction Act 2017, Housing Advisors have statutory duties to work with applicants to prevent homelessness, at an earlier stage in the development of a housing crisis. The demand for assistance is therefore being met by the City Council, and no adverse impact on pregnant women or new mothers, as a result of the proposed funding programme, is foreseen.

(f) Race

Note that the protected characteristic 'race' refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Bids for funding were invited from organisations providing services to all sections of the community, regardless of their race, colour or heritage. The availability of funding, and the objectives of the programme were publicised on the corporate website, and by email to all members of the Homelessness Strategy Implementation Partnership (HSIP), which represents all significant groups working with a cross section of clients in need. There have been no funding requests from groups specifically specialising in the needs of certain ethnic groups. However, as part of the grant monitoring process, the City Council ensures that all grant recipients offer equal services to all those in need of those services, regardless of their heritage. The grant distribution process therefore ensures that there is no negative impact on any particular group. In fact, the City Council can only offer statutory services to those people who are eligible to access those services, whilst voluntary organisation that we fund have greater freedoms to assist people who have no recourse to public funds.

No negative impacts have been identified.

(g) Religion or belief

Bids for funding were invited from organisations providing services to all sections of the community, regardless of their religion or belief. The availability of funding, and the objectives of the programme were publicised on the corporate website, and by email to all members of the Homelessness Strategy Implementation Partnership (HSIP), which represents all significant groups working with a cross section of clients in need.

There have been no funding requests from groups specifically specialising in the needs of certain faith groups. However, as part of the grant monitoring process, the City Council ensures that all grant recipients offer equal services to all those in need of those services, regardless of their beliefs. The grant distribution process therefore ensures that there is no negative impact on any particular faith group.

No negative impacts have been identified.

(h) Sex

Bids for funding were invited from organisations providing services to all sections of the community, regardless of their sex. The availability of funding, and the objectives of the programme were publicised on the corporate website, and by email to all members of the Homelessness Strategy Implementation Partnership (HSIP), which represents all significant groups working with a cross section of clients in need.

Proposed grant awards to projects specialising in the needs of women include Cambridge Women's Aid.

Cambridge Women's Aid specialises in the needs of women experiencing domestic abuse. Funding to Cambridge Women's Aid has been reduced by 15% this year. This is because some of their services are delivered elsewhere.

Women are disproportionately represented amongst those who approach the City Council's Housing Advice Service directly for advice. Since the enactment of the Homelessness Reduction Act 2017, Housing Advisors have statutory duties to work with applicants to prevent homelessness, at an earlier stage in the development of a housing crisis. The demand for assistance is therefore being met by the City Council, and no adverse impact, on the grounds of sex, is foreseen.

(i) Sexual orientation

Bids for funding were invited from organisations providing services to all sections of the community, regardless of sexual orientation. The availability of funding, and the objectives of the programme were publicised on the corporate website, and by email to all members of the Homelessness Strategy Implementation Partnership (HSIP), which represents all significant groups working with a cross section of clients in need.

There have been no funding requests from groups specifically specialising in the needs of people of particular sexual orientation. However, as part of the grant monitoring process, the City Council ensures that all grant recipients offer equal services to all those in need of those services, regardless of their gender identification. The grant distribution process therefore ensures that there is no negative impact on persons who might have a particular sexual orientation.

(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty

The equitable distribution of grant funding to organisations who are assisting in the prevention of homelessness can only have a positive impact on those who may otherwise be disadvantaged (whether it be by poverty, substance dependency or any other characteristic).

11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqIA accordingly.)

Recipients of grant funding must report quarterly on the success of their service in achieving the outcomes they projected. We will also monitor equality impacts through this on-going process, on or after the end of each quarter, and before agreeing subsequent funding in future years.

On-going quarterly reporting to the Ministry of Housing, Communities and Local Government, about households applying to the City Council as homeless, will inform the assessment of equality impacts. We will therefore be able to see any impact that our funding programme has had on the demographic make-up of people who have become homeless.

12. Do you have any additional comments?

No

13. Sign off

Name and job title of lead officer for this equality impact assessment:

James McWilliams – Housing Services Manager, Housing Advice

Names and job titles of other assessment team members and people consulted:

Ruth Trown – Policy and Performance Officer, Housing Advice.

Date of EqIA sign off: 12 September 2018

Date of next review of the equalities impact assessment: Quarterly

All EqIAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer. Has this been sent to Helen Crowther?

Yes

No

Date to be published on Cambridge City Council website: 13 September 2018