

Equality Analysis- Blank Form – Online EA System

Stage 1 Screening Data

1. What are the objectives and expected outcomes of your proposal? Why is it needed? Make sure you highlight any proposed changes.

The proposal follows a successful application for £900k from the Department of Communities and Local Government (DCLG) Homelessness Prevention Trailblazer fund for the period April 2017 to March 2019 which, subject to Cabinet approval to commit up to £900k match funding, will allow the council to commission local voluntary sector organisations to deliver homelessness prevention and relief outcomes for single people who are homeless or at risk of homelessness in Brent. The Council's Outcome Based Review on single homelessness has identified an important gap in provision for single people who do not meet the Priority Need threshold in the homelessness legislation and who do not qualify for the limited Amount of supported housing or floating support.

The proposal also seeks to address unmet need from low risk offenders leaving prison and mental health patients leaving Park Royal, a substantial number of whom are currently discharged into expensive and unsuitable B&B type accommodation, where they spend an average of over 2 years. A surge in single homelessness is also possible following the reduction in the Overall Benefit Cap in January 2017, while the Homelessness Reduction Bill currently passing through Parliament will place a statutory duty on the Council to take "reasonable steps" to prevent homelessness for all people at risk of homelessness within 56 days, regardless of support needs.

2. Who is affected by the proposal? Consider residents, staff and external stakeholders.

The proposal affects single people approaching the council as homeless, specifically those not treated as having a priority need for temporary or permanent accommodation under the relevant legislation and guidance. There is also some impact for staff in the council and in partner organisations as the proposal introduces new ways of working.

3.1 Could the proposal impact on people in different ways because of their equality characteristics?

The proposal will result in a tailored service for single homeless people. While the core service of advice and support aimed at homelessness prevention and relief will be the same, the kinds of advice and support offered may differ to take account of specific needs. It is expected that this will lead to positive impacts..

3.2 Could the proposal have a disproportionate impact on some equality groups? If you answered 'Yes' please indicate which equality characteristic(s) are impacted

There is potential for a differential impact to the extent that the target group differs from the general population, although this impact will be positive in providing new and expanded services for a group for whom provision is currently limited

3.3 Would the proposal change or remove services used by vulnerable groups of people?

Yes but, as noted above, this would mean new or additional services to meet the needs of vulnerable groups.

3.4 Does the proposal relate to an area with known inequalities?

Yes. Some initial analysis of the cohort of single homeless people approaching the council is set out below. However, it should be stressed that this is incomplete and, in particular, that the proposal seeks to work with additional groups such as people released from prison and moving on from mental health treatment and these groups do not feature in the statistics currently available. Over time, work with these groups and more detailed analysis of the cohort as a whole may alter the apparent profile.

In broad terms, homelessness is more likely to affect certain groups – for example, more men than women and disproportionately large numbers from certain ethnic groups. However, the profile of non-priority homeless people is not necessarily the same as that of the priority homeless and the cohort affected by this proposal is not as well understood. In this context, continuing analysis will provide better data to inform further assessment of the impact of the proposal.

3.5 Is the proposal likely to be sensitive or important for some people because of their equality characteristics?

As noted above, this may be the case and further analysis will be needed to assess the impact.

3.6 Does the proposal relate to one of Brent's equality objectives?

The proposal relates to the following objectives:

- To know and understand all our communities
- To ensure that local public services are responsive to different needs and treat users with dignity and respect

To develop and sustain a skilled and committed workforce able to meet the needs of all local people

Recommend this EA for Full Analysis?

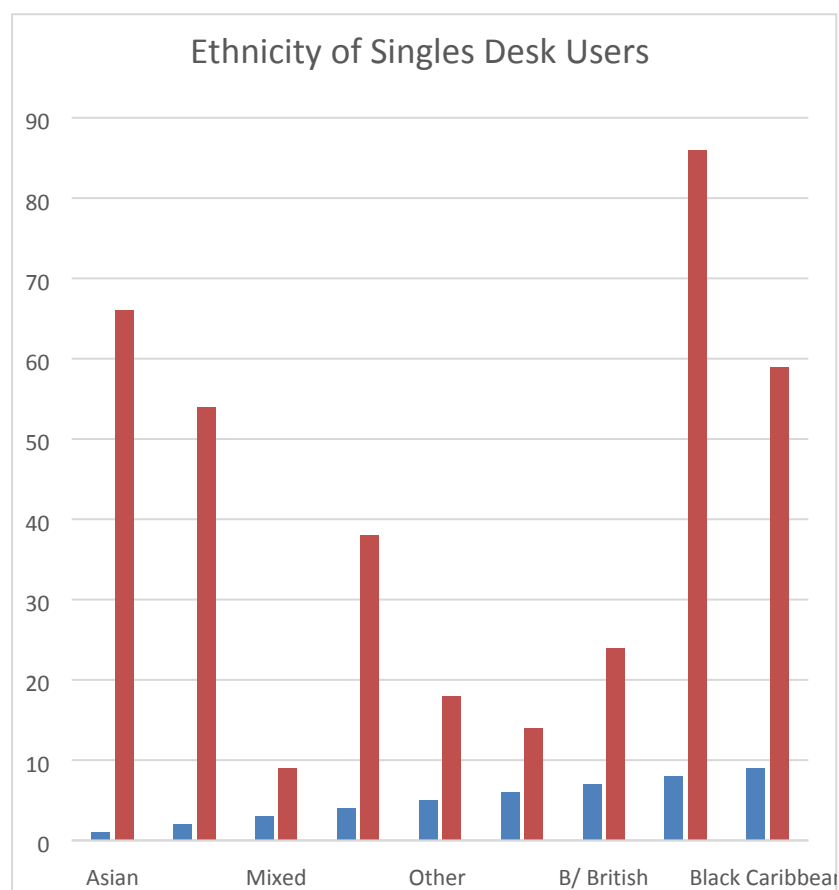
Not at this stage. The impact is expected to be positive for all those affected by the proposal but it will be necessary to carry out a further assessment once the programme is up and running in order to fully understand the impact and identify any adjustments to the project. It is suggested that this should be carried out after one year.

4. Use the comments box below to give brief details of what further information you will need to complete a Full Equality Analysis. What information will give you a full picture of how well the proposal will work for different groups of people? How will you gather this information? Consider engagement initiatives, research and equality monitoring data.

To support development of the proposal, data has been gathered since 1st September 2016 on those attending the council's singles desk. From this, it has been estimated that 1947 people might make use of the proposed service in the first 12 months. This does not include people who do not progress beyond the triage service and numbers may rise as a result of the reduced overall benefit cap and new referral routes that may be established, for example in relation to mental health and the CRC. It will therefore be necessary to monitor use of the service carefully to understand the profile of users.

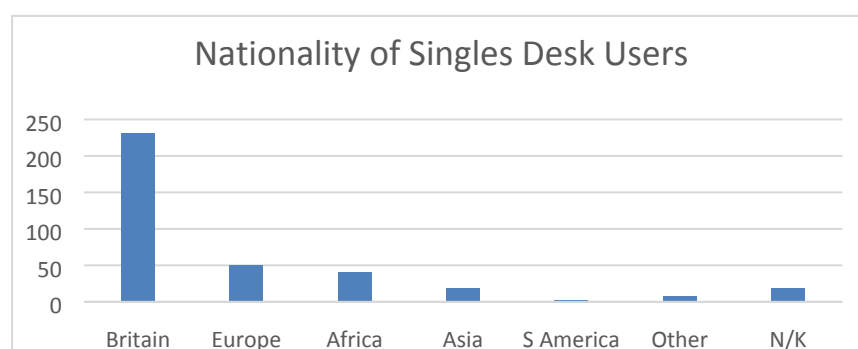
At this stage, analysis of the data collected since September provides some initial findings, although these should be treated with care pending further work. The charts below provide a summary, with some commentary. As noted earlier, the expectation is that the impact for all service users will be positive, but improved data collection and analysis may provide opportunities to identify improvements to the service over time.

Table 1: Ethnicity



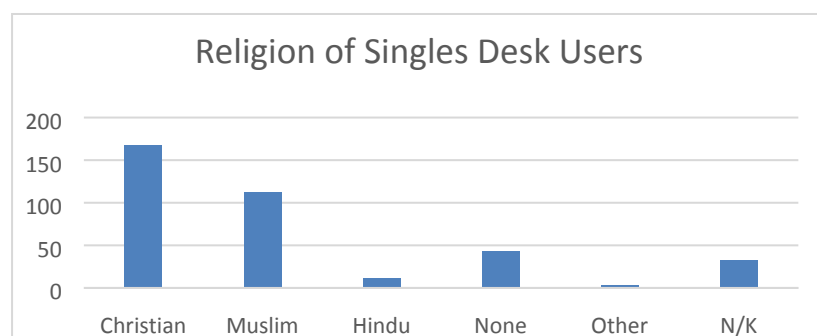
Black African and Black Caribbean people are over-represented compared to the general population, while White UK individuals are under-represented. It should be stressed that the categories above provide a summary picture – for example, within the Asian group, the highest number give their ethnicity as Asian Other, while there are very low numbers of Asian Indian or Asian Pakistani individuals. The White Other group contains individuals from a wide range of nationalities.

Table 2: Nationality



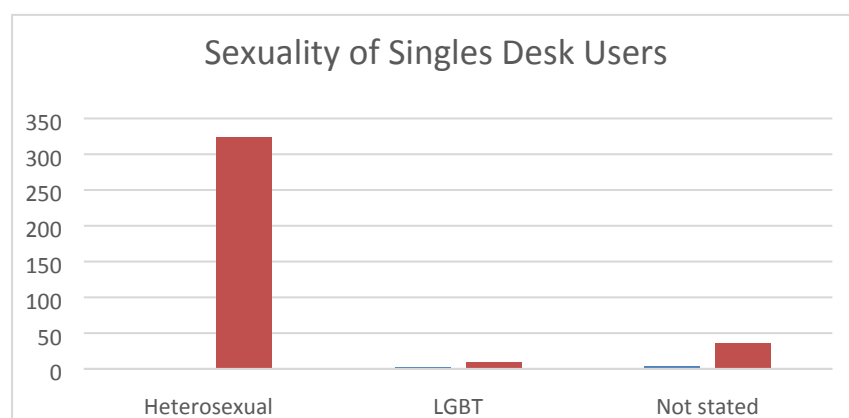
In terms of nationality, a large majority describe themselves as British, albeit from a range of ethnic groups. While this suggests that concerns over growing levels of homelessness among economic migrants may not have fed through into approaches to the council for assistance, it is worth noting that individuals of various European nationalities form the next largest group, although it is very diverse – the highest total from one country is eight from Poland. Among other non-British nationalities, Somalians are the highest number at 16.

Table 3: Faith



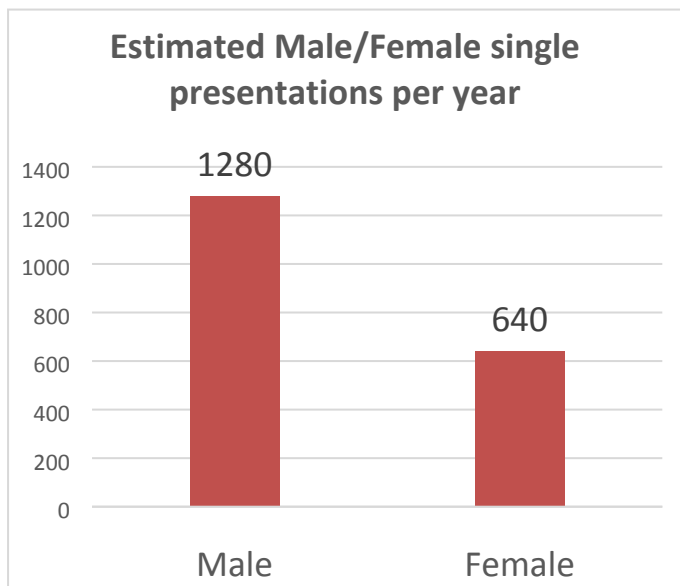
Data on religion is not entirely consistent with the findings of the 2011 Census, in particular 30% describe themselves as Muslim, compared to 18% in the general population, and only 3% as Hindu, compared to 19% in the general population. The proportions for Christianity are broadly similar at 45% and 41%.

Table 4: Sexuality



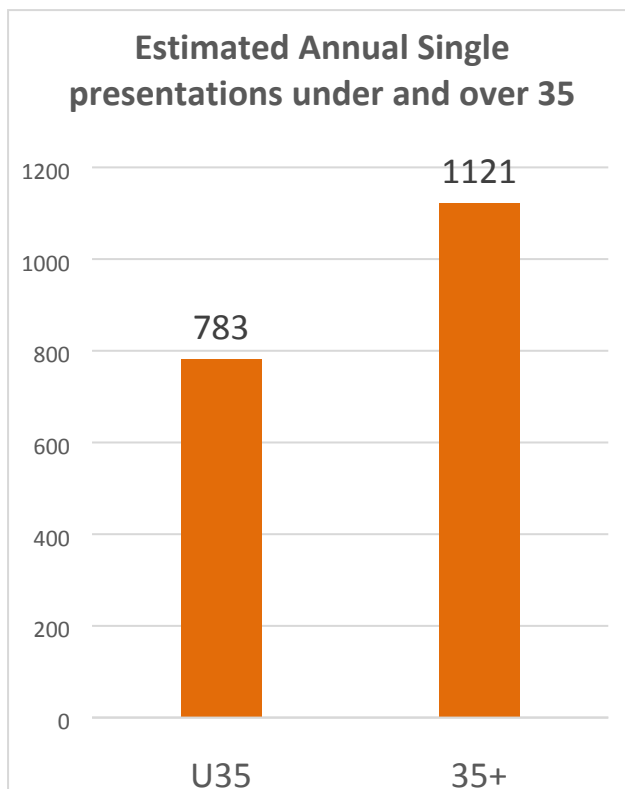
The overwhelming majority self-describe as heterosexual.

Table5: Gender



In terms of gender, the much higher proportion of men among the single homeless reflects the pattern found in London as a whole.

Table 6: Age



Analysis by age is more limited, but the largest group is over 35. It should be stressed that age is one of the factors determining priority need and most older people (65+) will fall into that group and are therefore not affected by this proposal.