

## EQUALITY ANALYSIS (EA)

<b>POLICY/PROPOSAL:</b>	TENDER FOR THE SINGLE HOMELESS PREVENTION SERVICE
<b>DEPARTMENT:</b>	<b>Resident Services</b>
<b>TEAM:</b>	<b>Housing Needs</b>
<b>LEAD OFFICER:</b>	<b>Saleema Nuraney</b>
<b>DATE:</b>	<b>23-05-2023</b>

*NB: Please ensure you have read the accompanying EA guidance and instructions in full.*

### SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

This equalities analysis is on the re-procurement of the Single Homeless Prevention Service as the current contract is due to expire on 31 October 2023.

Under the Homelessness Reduction Act 2017 (which came into effect in 2018), the Council has a statutory duty to take “reasonable steps” to prevent or relieve homelessness for anyone at risk of homelessness within 56 days, regardless of their support needs. This includes single people and couples without children.

This procurement exercise is intended to continue provision of the Service to deliver homelessness prevention and relief outcomes for single people who are homeless or at risk of homelessness in Brent who have no or low to medium support needs, and are able to live in the Private Rented Sector, with support from floating support services, if appropriate.

In 2018, the Housing Needs Service created a dedicated team, the Single Homeless Team, to specifically deal with applications received from single people and couples without children

The Single Homeless Prevention Service (SHPS) is an outcomes based, payments by results service to relieve and prevent homelessness for single people and couples without children, with no, or low to medium support needs as well as working in the longer term to sustain them in accommodation. To maximize long term housing sustainment, the service improves clients’ wider personal circumstances, ranging from mental health, employment, family relationships and access to support services, including alcohol or substance abuse

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2. Who may be affected by this policy or proposal?

The policy will directly benefit single people and couples without children who approach the Council for assistance and are homeless or threatened with homelessness. Once assessed by the Single Homeless Team, eligible clients are then referred to the SHP service for assistance.

3. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

Yes – This is a statutory service to meet the needs of homeless people in Brent. The must have “due regard” to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under section 149 of the Equality Act 2010, to advance equality of opportunity and foster good relations between those who have a “protected characteristic” and those who do not share that protected characteristic. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

4. Please indicate with an “X” the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	Impact Positive	Impact Neutral/None	Impact Negative
Age		X	
Sex		X	
Race		X	
Disability *		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage		X	

5. Please complete **each row** of the checklist with an “X”.

**Screening Checklist**

	<b>YES</b>	<b>NO</b>
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Have you established that the policy or proposal <i>is</i> relevant to the council’s public sector equality duty?	<b>X</b>	
Does the policy or proposal relate to an area with known inequalities?		<b>X</b>
Would the policy or proposal change or remove services used by vulnerable groups of people?		<b>X</b>
Has the potential for negative or positive equality impacts been identified with this policy or proposal?		<b>X</b>

**If you have answered YES to ANY of the above, then proceed to section B.  
If you have answered NO to ALL of the above, then proceed straight to section D.**

## SECTION B – IMPACTS ANALYSIS

- Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

The information used for this analysis is taken from the Housing Needs H-Clic data as at May 2023 and consists of clients who have been referred to the SHP service since 2018.

- For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

### **AGE**

<b>Details of impacts identified</b>	<p>The scheme is intended to prevent and relieve homelessness for adults under the Homeless Reduction Act 2017. Applicants will not be discriminated against because of their age as all adults over 18 can be referred to the SHP service. The highest proportion of referrals is from applicants aged 18-65. The service will not adversely impact older residents in the borough as referrals for those aged 66 and over remains low compared to other age groups.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr style="background-color: #FFD700;"> <th>Age</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>18-25</td> <td>583</td> </tr> <tr> <td>26-35</td> <td>753</td> </tr> <tr> <td>36-50</td> <td>808</td> </tr> <tr> <td>51-65</td> <td>722</td> </tr> <tr> <td>66+</td> <td>102</td> </tr> </tbody> </table>	Age	Count	18-25	583	26-35	753	36-50	808	51-65	722	66+	102
Age	Count												
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## DISABILITY

<b>Details of impacts identified</b>	<p>Applicants will not be discriminated against because of their disability, although it should be noted that this Service is for applicants with low to medium vulnerabilities. There are other commissioned services in the Council that are available to assist people with high support needs. The provision of accommodation is based on client need e.g. adapted or single level accommodation.</p> <p>Applicants without a disability account for 50% however it should also be noted that 47% of data has not been captured for applicants.</p> <table border="1"> <thead> <tr> <th colspan="2">Disabled</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>1491</td> </tr> <tr> <td>Yes</td> <td>79</td> </tr> <tr> <td>Prefer not to say</td> <td>7</td> </tr> <tr> <td>Blank</td> <td>1391</td> </tr> </tbody> </table>	Disabled		No	1491	Yes	79	Prefer not to say	7	Blank	1391
Disabled											
No	1491										
Yes	79										
Prefer not to say	7										
Blank	1391										

## RACE

<b>Details of impacts identified</b>	<p>Applicants will not be discriminated against because of their race. Brent is one of the most diverse boroughs in London. A sensitive and flexible approach to meeting clients' housing need is taken to ensure adequate and suitable provision is made. People from black and minority ethnic communities are also more likely to be impacted because they are over-represented among homeless acceptances (compared to the general population).</p> <p>Approximately 40% of single applicants referred to the SHP service for homelessness assistance identify their broad ethnicity as Black African/Caribbean/British/Other.</p> <table border="1"> <thead> <tr> <th colspan="2">Ethnicity</th> </tr> </thead> <tbody> <tr> <td>Black/ African/Caribbean/Black British: Caribbean</td> <td>1178</td> </tr> <tr> <td>Black African</td> <td></td> </tr> <tr> <td>Black/ African/Caribbean/Black British: African</td> <td></td> </tr> <tr> <td>Black British</td> <td></td> </tr> <tr> <td>Black Caribbean</td> <td></td> </tr> <tr> <td>Black Other</td> <td></td> </tr> <tr> <td>Any other Black/African/Caribbean background</td> <td></td> </tr> </tbody> </table>	Ethnicity		Black/ African/Caribbean/Black British: Caribbean	1178	Black African		Black/ African/Caribbean/Black British: African		Black British		Black Caribbean		Black Other		Any other Black/African/Caribbean background	
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Asian/Asian British: Indian	295
Asian/Asian British: Pakistani	
Asian/Asian British: Bangladeshi	
Asian Other	
Asian British	
Asian Chinese	
Asian British Chinese	
Any other Asian background	
Z-Asian British	
Mixed/Multiple ethnic groups: White and Black Caribbean	127
Mixed/Multiple ethnic groups: White and Asian	
Mixed/Multiple ethnic groups: White and Black African	
Mixed Other	
Any other Mixed	
Arab	93
Other	29
Any other ethnic group	274
White: English/Welsh/Scottish/Northern Irish/British	360
White Irish	
White: Gypsy or Irish Traveller	
White British	
White Other	
Any other white background	
Blank	560
Don't Know/prefer not to say	52

## **SEX**

<b>Details of impacts identified</b>	Applicants will not be discriminated against because of their gender. 64% of applicants who have been referred to the SHP service identify as male whilst 35% identify as female.	
	<b>Gender</b>	
	Female	1060
	Male	1885
	Transgender	4
	Other	2

	Prefer not to say	2
	Blank	15

### SEXUAL ORIENTATION

<b>Details of impacts identified</b>	<p>Applicants will not be discriminated against because of their sexual orientation although 81% of applicants referred to SHP service identify as heterosexual.</p> <table border="1"> <thead> <tr> <th style="background-color: yellow;">Sexuality</th> <th></th> </tr> </thead> <tbody> <tr> <td>Prefer not to say</td> <td>285</td> </tr> <tr> <td>Blank</td> <td>9</td> </tr> <tr> <td>Heterosexual</td> <td>2393</td> </tr> <tr> <td>Gay/Homosexual/Lesbian</td> <td>99</td> </tr> <tr> <td>Bisexual</td> <td>17</td> </tr> <tr> <td>Other</td> <td>165</td> </tr> </tbody> </table>	Sexuality		Prefer not to say	285	Blank	9	Heterosexual	2393	Gay/Homosexual/Lesbian	99	Bisexual	17	Other	165
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Other	165														

### PREGANCY AND MATERNITY

<b>Details of impacts identified</b>	<p>The scheme is intended to prevent and relieve homelessness for single people, with no dependent children, and who are not pregnant. Hence 91% of applicants referred to the SHP service are not pregnant or do not have children. Households with children would meet the Priority Need threshold for assistance under homeless legislation and therefore would not access this service.</p> <table border="1"> <thead> <tr> <th style="background-color: yellow;">Pregnancy/Children</th> <th></th> </tr> </thead> <tbody> <tr> <td>No</td> <td>2702</td> </tr> <tr> <td>Expecting a child/Pregnancy</td> <td>266</td> </tr> </tbody> </table>	Pregnancy/Children		No	2702	Expecting a child/Pregnancy	266
Pregnancy/Children							
No	2702						
Expecting a child/Pregnancy	266						

### RELIGION OR BELIEF

<b>Details of impacts identified</b>	Unfortunately there is insufficient data on this protected characteristic.
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### GENDER REASSIGNMENT

**Details of impacts identified**

Unfortunately there is insufficient data on this protected characteristic.

**MARRIAGE & CIVIL PARTNERSHIP**
**Details of impacts identified**

The service does not discriminate against this protected characteristic. 64% of applicats referred to the SHP service identified as Single.

Marriage/Civil Partnership	
Blank	607
Prefer not to say	65
Married/Co-habiting	367
Single/Divorced/Widowed	1891
Unknown	38

3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

N/A

5. Please detail any areas identified as requiring further data or detailed analysis.

N/A

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

N/A

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

There will be on-going performance monitoring via quarterly contract meetings held with the Providers and by reviewing their KPIs which are submitted on a monthly basis.

The number of complaints will also be used as a monitoring mechanism to ensure customers have been treated fairly and have not experienced discrimination on the basis of any of the protected characteristics.

Regular performance monitoring will ensure that the scheme does not operate in a manner that disadvantages or discriminates against any particular group.

## **SECTION C - CONCLUSIONS**

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

Overall, the the Single Homeless Prevention Service (SHPS) is intended to prevent and relieve homelessness for single people and couples without children. This cohort tend to have a range of low to medium vulnerabilities, ranging from issues with mental health, drug and alcohol abuse or being exoffenders. Dealing with single homeless households therefore requires a different, more tailored response than homeless families, the majority of whom have no vulnerabilities beyond the fact that are in housing need.

No negative impacts have been identified and the service is intended to provide more certain and sustainable outcomes for homeless single people.

The Council is committed to the principle of equal opportunities in the delivery of all of its services. The Council and its partners will be responsive, accessible and sensitive to the needs of all applicants. They will not tolerate prejudice and discrimination and will actively promote equality.

The contract terms will ensure applicants placed by the Council receive the best possible service in accordance with their individual needs and requirements and there is a clear understanding of the relationship between the Council and the Provider. The tender process will also include method statements which allow the panel to assess how well the Provider is able to meet our clients' needs in a fair, consistent and non discriminatory manner.



The specification also includes Brent's commitment to Equality and Diversity in Procurement and states clearly the commitment we expect from Provider to promote equality and diversity, taking into account the needs of the people protected under the Equality Act 2010 in respect of the Protected Characteristics.

## SECTION D – RESULT

Please select one of the following options. Mark with an "X".

<b>A</b>	<b>CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED</b>	<b>X</b>
<b>B</b>	<b>JUSTIFY AND CONTINUE THE POLICY/PROPOSAL</b>	
<b>C</b>	<b>CHANGE / ADJUST THE POLICY/PROPOSAL</b>	
<b>D</b>	<b>STOP OR ABANDON THE POLICY/PROPOSAL</b>	

## SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

<b>Action</b>	<b>Expected outcome</b>	<b>Officer</b>	<b>Completion Date</b>

**SECTION F – SIGN OFF**

Please ensure this section is signed and dated.

<b>OFFICER:</b>	Saleema Nuraney
<b>REVIEWING OFFICER:</b>	
<b>HEAD OF SERVICE</b>	Laurence Coaker 23 May 2023