



Equality Impact Assessment Form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the "protected characteristics" listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

Service Area: Regeneration and Regulatory Services	Head of Service: Susan Bolter	Person responsible for the assessment: Mike Jones	Date of Assessment July 2012
Name of the policy/practice to be assessed: Supported Housing Gateway			Is this a new, existing or policy/practice under review? New
1. Briefly describe the purpose of the policy/practice If the policy/practice is under review, please list any options under consideration	To establish a single referral route to supported housing in Newport.		

2. Name any associated policy, legislation, corporate objective etc.

Legislation

- Housing Act 1996
- Housing Act 2004
- Equality Act 2010

National Policy/Strategy

- Improving Lives and Communities – Homes in Wales
- Ten Year Homelessness Plan for Wales

Local Policy/Strategy

- Community Strategy
- Health Social Care and Wellbeing Strategy
- Local Housing Strategy
- Supporting People Local Commissioning Plan
- Domestic Abuse Strategy
- Homelessness Strategy
- Community Safety Strategy
- Children and Young People's Plan
- Community Housing Agreement
- Common Housing Register

3. Who are the main stakeholders in relation to the policy/practice?

- NCC – Housing Need, Supporting People, Domestic Abuse Unit
- Cabinet Member for Social Care and Wellbeing
- Probation
- Aneurin Bevan Health Board
- Registered Social Landlords
- Private Landlords
- Service users and potential service users
- Affiliated support providers and other referring agencies.
- IT provider

<p>4. Who performs the service?</p>	<p>Managed by NCC but also referring partners, the gateway co-ordinator, the multi-agency steering group and the IT provider.</p>
<p>5. What outcomes are wanted from this policy/practice?</p>	<ul style="list-style-type: none"> • Improved matching of accommodation to service users; • Better use of resources and reduced voids; • Identification of demand and gaps in service provision; • Planned housing pathway for service users; • Increased accountability and partnership working; • Improved accessibility of supported housing services.
<p>6. What factors could contribute to/detract from the outcomes (risks/opportunities)?</p> <p>Please list the factors for each separate policy/process option under consideration</p>	<p>Risks:</p> <ul style="list-style-type: none"> • Lack of resources; • Lack of referrals; • Non engagement by partner organisations; • Increased demand due to welfare reform; • IT problems; • Changes to legislation; • Changes to partner organisations; • Changes in political priorities; <p>Opportunities:</p> <ul style="list-style-type: none"> • More service user engagement; • Greater awareness of supported housing schemes/service provision; • Simplified referral process; • Making better use of resources; • Increased partnership working; • Provision of effective reporting system (will provide equalities info) • Transparency of process

<p>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</p>	<p>A task and finish group was formed from the wider project group. This included representatives from the local authority and partner organisation. The draft EIA was then referred back to the over-arching project group for approval.</p>
<p>8. Give a summary of the information the council has taken into account for this assessment</p>	<ul style="list-style-type: none"> • Information gathered as a result of a successful pilot project, and consultation with providers in developing the Supported Housing Gateway. • Statistical and demographic data including the Gwent Needs Mapping Exercise; WHO 12 returns; statistics on referrals to accommodation providers and waiting lists, information from previous SPOPs • Partner organisation knowledge about service users and potential service users.

9. Does the policy /practice eliminate discrimination and promote equality and good community relations due to:

- **Age**
- **Gender**
- **Disability**
- **Race**
- **Religion/belief**
- **Welsh language**
- **Gender reassignment**
- **Marriage/civil partnership**
- **Sexual orientation**

The need for this scheme was identified through the Supporting People planning process, of which equality of opportunity and meeting the needs of vulnerable groups is an integral part.

Age

- Although the Supported Housing Gateway is for people aged 16 or over dependent children will benefit by parents receiving support.
- Accommodation for older people, such as sheltered housing and ExtraCare schemes is not included as part of the Supported Housing Gateway but older people are eligible for support in their own homes or referrals to projects to meet specific support needs.
- There are schemes included in the supported housing gateway designed to meet the needs of younger people.

Gender

- Whilst there is a supported housing service for women fleeing domestic violence there is no equivalent service for men, although a gender neutral service is currently being commissioned.

Disability

- Any new supported housing schemes developed have to meet Welsh Government standards with regard to accessibility.
- As the system is implemented people will be able to access the service from a range of venues throughout Newport.
- Support is available to make an application, and applications are able to be completed flexibly in a way that suits the applicant.
- Data on disability is not always reliable – some people are not registered disabled, some people prefer not to disclose that they have a disability.
- There are gaps in services for some disabled groups.
- Floating support for people with disabilities is provided in their own homes

Race

- Some services have been developed specifically for Minority Ethnic groups, where there is clear evidence of need.
- There has been an increase in use of direct access services by some ME groups, particularly economic migrants, refused asylum seekers and single refugees.
- People with no recourse to public funds are able to access services, but there is a cost to the service provider, so this is not sustainable for an extended period of time. An increase in demand for services by people with no recourse to public funds would have to be matched by an increase in funding.
- The Supported Housing Gateway is web-based and a translation service is available.

Religion/Belief

- Applicants are asked about their religion/cultural needs as part of the application process and appropriate action is taken where necessary.

Welsh Language

- People are able to make applications through the medium of Welsh.

Gender Reassignment

- No impact anticipated – nobody has indicated that they are transgendered since monitoring began, but this could be due to people being reluctant to share that information.

Marriage/Civil Partnership

- Some schemes will only accept single people but that is on the grounds of safety.
- Generally schemes do not cater for couples who both have support needs, and the situation has never arisen where a couple has wished to be accommodated together, but if this did occur efforts would be made to accommodate them together. Suitable accommodation is more likely to be identified as a result of the implementation for the Supported Housing Gateway.

Sexual Orientation

- Applicants are asked about their sexual orientation.
- Support providers will have Equal Opportunities policies, which will outline their approach to harassment of residents based on their sexuality.

Pregnancy and Maternity

The Supported Housing Gateway will increase awareness and improve access to schemes that support younger mothers.

All

- The Supported Housing Gateway service will be promoted through advocacy groups.

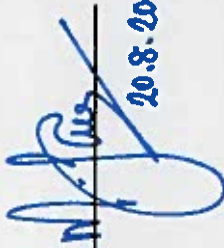
10. Summary of the impact of the policy/practice on the general equality duty


The policy will have a positive impact on the general equality duty. The system is designed to be as accessible as possible to potentially vulnerable and excluded groups. Information will be available in a range of languages and formats and systems are in place to support people who would struggle to engage in the process.

The new policy will also enable more effective monitoring of applicants by protected characteristics is able to take place. This will assist the local authority in complying with the requirements of the Equality Act 2010.

The Supported Housing Gateway will support people in maintaining secure accommodation and becoming part of their local communities.

Equality Action Plan -		Lead Officer(s)
Key Actions	Actions (with dates) Any associated performance measures	
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of:-		
Age Gender Etc	<ul style="list-style-type: none"> To continue to monitor the profile of service users by protected characteristic – on-going. To target promotion of the service at groups which are currently under represented – October 2012. To investigate ways of ensuring people are comfortable disclosing personal information, such as being transgendered – October 2012 To commission a service for male victims of domestic violence. To monitor couples needing to access schemes specifically for single people 	Gateway Co-ordinator Gateway Co-ordinator Housing Strategy Officer Supporting People Team Supporting People Team
If there are decisions pending that will affect this policy/practice please state when and how the decision will be taken	Proposals in the Housing White Paper have the potential to significantly increase the demand for this service.	
How will the policy/practice be: <ul style="list-style-type: none"> Monitored Performance assessed reported 	The Supported Housing Gateway will be monitored by the co-ordinator who will produce regular reports, including an annual report.	
Does the EIA need to be revisited in 6 months/a year?	October 2013	

Signed (lead officer)  20.8.2012

Signed (Head of Service) 

Date 22/8/12

