



EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service	Infrastructure Services
Section	Housing (Options & Homelessness)
Title of the activity etc.	Homelessness & Housing Support
Aims of the activity	To meet all legislative requirements in relation to homeless persons; providing temporary and permanent accommodation; housing support; advice and guidance including a homeless prevention service
Author(s) & Title(s)	Housing Manager (Tenancy Services)

Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Statutory KPI’s; Housing Performance & Continuous Improvement information; Scottish Government statistics; Customer satisfaction surveys (standards in temporary accommodation; Care Inspectorate (Hostels, where appropriate); Commissioning team
Internal consultation with staff and other services affected.	Housing staff (Team Briefs; KDI) ; ICT; Finance; HROD
External consultation (partner organisations, community groups, and councils.	Aberdeen Foyer; RSL’s; Salvation Army (SHIELD); Pitstop/Through Care/After Care, Aberdeen City Council/HSOG
External data (census, available statistics).	Scottish Government statistics; Number of homeless presentations; numbers in B&B and other TAU (Temporary Accommodation Units); Unsuitable Accommodation breaches.

Other (general information as appropriate).

Scottish Social Housing Charter PI's; SHELTER

Stage 3: Evidence Gaps.

Are there any gaps in the information you currently hold?	NO
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Stage 4: Measures to fill the evidence gaps.

What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.

	Positive	Negative	Neutral	Unknown
Age – Younger		Yes		
Age – Older			Yes	
Disability			Yes	
Race – (includes Gypsy Travellers)			Yes	
Religion or Belief			Yes	
Gender – male/female			Yes	
Pregnancy and maternity			Yes	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			Yes	
Gender reassignment – (includes Transgender)			Yes	
Marriage and Civil Partnership			Yes	

Stage 6: What are the positive and negative impacts?

Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
<p>Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.</p>	<p>Secure accommodation for young single persons aids stable lifestyle and targets housing support where needed</p>	<p>Pressure on finding suitable temporary accommodation due to waiting list demands and lower turnover that puts more pressure and emphasis on use of B&B</p>
	<p>Actions taken since 2012 to prevent homelessness have been reflected by a reduction in the number of cases progressing, along with a reduction in repeat homelessness. Homelessness has continued to be a service priority for Social Work and Housing Committee since 2012 with service improvements noted and commended</p>	<p>Although it was proposed to reduce B&B costs by £500K by 2019/20, the impact of Universal Credit has to be considered. There will in all likelihood be income shortfalls in terms of income in B&B and rent loss in temporary units plus the impact of Housing benefit changes particularly for single persons under 35 years</p>
	<p>Outreach support, particularly via the Young Persons Unit in King Street, Peterhead has assisted vulnerable young people to go on and sustain tenancies. Many come through the through care and after-care service</p>	<p>Possible negative impact if current partnership projects (example Aberdeen Foyer, currently being retendered) were to be adversely affected. The risks around reducing the funding for external projects could be that there are limited supported accommodation places available for homeless clients. This will have an impact on the Council's ability to accommodate these people and may consequently result in higher numbers being housed temporarily in B&B at a higher cost. Ultimately, if there is reduction in suitable accommodation, the Council may risk failing to fulfil its statutory responsibility to provide homeless accommodation</p>

		Ability to provide effective housing support to vulnerable cases. There are risks around reducing funding for housing support. Projects, as currently funded, provide assistance and guidance to people to enable them to maintain their current tenancies and prevent them becoming homeless. A reduction in this funding may result in an increase in the number of people failing their tenancies and presenting as homeless
		Social work eligibility criteria may change with development of Health and Social Care partnership which may result in increase of referrals for housing support to be provided both internally and externally.

Stage 7: Have any of the affected groups been consulted?	
If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?	No

Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?		
	Mitigating Steps	Timescale
These should be included in any action plan at the back of this form.	While the risk of homelessness continues within Aberdeenshire, the Council will continue to monitor and evaluate the success of actions to meet the strategic outcomes for homelessness. A high level of scrutiny over performance will continue to ensure that risk is minimised and that preventative actions are taken timeously	Active & Ongoing
	The importance of the roles undertaken by strategic partners is accepted, with an acceptance that efficiencies are also achievable within their respective areas of activity	Active & Ongoing

	Funding of hostels currently being considered in light of changes to welfare reform. A joint Housing Benefits/Housing group looking at implications of "Specified Accommodation" to avoid the potential impact of a large funding gap	April 2016

Stage 9: What steps can be taken to promote good relations between various groups?

These should be included in the action plan.	Continue to work in effective partnerships with voluntary and other sectors to ensure particular vulnerable groups and individuals have well managed and supported accommodation requirements met
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Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?

Homeless Persons legislation and Aberdeenshire Council housing policies and procedures provides positive advise, support and accommodation to those within protected groups

Stage 11: What equality monitoring arrangements will be put in place?

These should be included in any action plan (for example customer satisfaction questionnaires).

Ongoing currently and monitored

Stage 12: What is the outcome of the Assessment?

Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	See above	
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

Homelessness carries a legislative requirement to meet specific housing needs that includes accommodation needs (to avoid homelessness and “rooflessness”) as well as targeted housing support to specific clients based on needs assessment. It is not possible to opt out of this responsibility

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Infrastructure Services (Housing)	
	2) Title of Policy/Activity	Homelessness & Housing Support	
	3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Position: Housing Manager (Tenancy Services) obo Housing Manager (Options & Homelessness) Date: 25 th January 2016 Signature:	Name: Position: Date: Signature:
		Name: Position: Date: Signature:	Name: Position: Date: Signature:
	4) Consultation with Service Manager	Name: Date:	
	5) Authorisation by Director or Head of Service	Name: Position: Date:	Name: Position: Date:
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. e.g. Social Work and Housing Committee.	Date: N/A	
	7) EIA author sends a copy of the finalised form to: eia@abdnshire	Date: 27/1/16	
(Equalities team to complete) Has the completed form been published on the website? YES/NO			Date:

Action Plan					
Action	Start	Complete	Lead Officer	Expected Outcome	Resource Implications
Monitor and evaluate actions to meet the strategic outcomes for homelessness. A high level of scrutiny over performance will continue to ensure that risk is minimised and that preventative actions are taken timeously	April 2016	April 2017	SDO Housing Manager (O & H)	To ensure that risks are minimised and that any preventative actions are identified quickly and acted upon. Strategic outcomes for homelessness to be met.	Existing
Evaluate role undertaken by strategic partners. Identify efficiencies within their respective areas of activity	April 2016	April 2017	Housing Manager (O & H) Commissioning Team	To ensure any efficiencies identified are eliminated to improve joint working; better customer services and links to effective budget planning/service delivery	Existing
Complete exercise on hostel funding by implementing measures to comply with "Specified Accommodation"	October 2015	April 2016	SDO	Keep Hostels within the Housing Benefit regulations thereby preventing "non-specified" homeless TAU's falling within the scope of Universal Credit and the resultant funding gap/affordability	Existing