

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 Grants to Agencies 2022-23
2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
Each year an invitation to organisations to apply for homelessness prevention grants is posted here .
3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
To invite and assess applications for grants to help prevent homelessness and rough sleeping, and make grant awards. The report also recommends a change to the source of grant funding.
4. Responsible service
Customer and Community Services / Housing Services

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

- Residents
- Visitors
- 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):

People who are homeless, threatened with homelessness, have a history of homelessness or who are sleeping rough.

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

- 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)

- Yes
- No

If 'Yes' please provide details below:

This grant programme is administered jointly between Housing Services and Community Development.

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

Will be considered by Housing Scrutiny Committee on 20 January 2022.

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?

A public invitation to bid for grant funding is issued, and any organisation assisting homeless people may apply. Awards are made on the basis of the published criteria, one element of which is to identify the need for the service and the particular needs of the client group the service is aimed at, for example, young people or women. 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 must provide quarterly monitoring reports which must include evidence of Equality Act compliance and impacts.

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 - Please also consider any safeguarding issues for children and adults at risk

As mentioned, bids for funding are invited from organisations providing services to all sections of the community, and a range of age groups. For 2022-23 several grants are recommended for approval that address age-related homelessness, as follows:

- 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.

(A description of these and other services can be found at Appendix 1).

(b) Disability

Projects submitting funding requests support vulnerable people, and very often that 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 the protected characteristic of disability who are homeless or vulnerably housed. The grant proposed to be awarded to the Counting Every Adult service is to be singled out as a service-user-led project exemplifying how these grants can make a positive impact on the lives of people suffering trauma and poor mental health.

(A description of this service can be found at Appendix 1)

(c) Gender reassignment

There have been no funding requests in the current round from groups 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. 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

No negative or positive impacts identified.

(e) Pregnancy and maternity

In 2022 the proposed grant awards to projects specialising in the needs of pregnant women and mothers include the following:

- CHS Group - Young Parent Project
- Cambridge Women's Aid

(A description of these and other services can be found at Appendix 1).

No negative impacts have been identified.

(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.

A small positive impact is identified (and intentional where it exists) in that grants made to charitable organisations may be used to assist individuals not otherwise eligible for public funds (people with 'no recourse to public funds' due to their immigration status). An example of this is the proposed grant to Cambridgeshire Community Foundation to pay for that organisation's administration of the Street Aid scheme (see: [Cambridge Street Aid - Cambridgeshire Community Foundation \(cambscf.org.uk\)](https://www.cambscf.org.uk)).

(g) Religion or belief

No positive or negative impacts identified.

(h) Sex

A deliberate overall positive impact on the basis of sex is identified in the proposed award of the largest single grant to Cambridge Women's Aid. This reflects the greater likelihood that women will experience domestic abuse (see: [What is domestic abuse? - Womens Aid](#)), which is a common reason for women's homelessness. A person at risk of violence or domestic abuse is automatically homeless, regardless of availability and legal rights to occupy accommodation, and is automatically

in priority need (see: [Shelter Legal England - Homelessness due to violence or domestic abuse - Shelter England](#)).

(i) Sexual orientation

No negative or positive impact identified.

(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
- Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: https://media.ed.ac.uk/media/1_159kt25q).

Low-income groups or those experiencing the impacts of poverty

The overwhelming single characteristic of people presenting to the housing advice service is their relative poverty. For example, in a recent audit more than nine out of ten people seeking housing advice were either unemployed or working fewer than 16 hours a week. Homelessness is causally-related to poverty, and grants made to prevent or relieve homelessness must evidence, directly or indirectly, that they make a proportionate and value-for-money positive impact on alleviating poverty or the consequences of poverty.

Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage:

People experiencing homelessness often have overlapping disadvantages and/or vulnerabilities, associated with or caused by inequality they experience related to their protected characteristics. For instance, many homeless people have physical and mental health issues. Also, ethnic minority people, women, and disabled people (and especially people from two or more of these three groups) are more likely to experience poverty in the first place that can lead to homelessness or risk of homelessness.

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 EqlA accordingly.)

Each organisation will submit quarterly monitoring reports, which includes an account of impacts on equality groups

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 Advice Service Manager

Names and job titles of other assessment team members and people consulted: Jackie Hanson, Community Funding & Development Manager; David Greening, Head of Housing; Mike Todd-Jones, Executive Councillor for Housing; Helen Crowther, Equality and Anti-Poverty Officer.

Date of EqlA sign off: 05/01/2022

Date of next review of the equalities impact assessment: 01/01/2023

Date to be published on Cambridge City Council website: 05/01/2022

All EqlAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer at helen.crowther@cambridge.gov.uk.