

## 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](mailto:equalities@cambridge.gov.uk) or phone 01223 457046.

Once you have drafted the EqIA please send this to [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, ([graham.saint@cambridge.gov.uk](mailto:graham.saint@cambridge.gov.uk) or 01223 457044).

<b>1. Title of strategy, policy, plan, project, contract or major change to your service</b>
Streets to Home Service

<b>2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)</b>
Details of the project can be found <a href="#">here</a> .

<b>3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?</b>
<p>The streets-to-home service brings together in one multi-year contract services formerly provided by several agencies. The service will be funded by pooling those formerly separate grants and combining this with County Council housing-related support funding. The contract will run for an initial three years with the option to extend to five and then seven years.</p> <p>This change will achieve several advantages over the current multi-provider arrangement, including:</p> <ul style="list-style-type: none"><li>• The ability of the two councils to better coordinate activity and direct and shape the service we want rather than the services agencies wish to provide.</li><li>• Permitting better coordination of services that have formerly overlapped, avoiding duplication.</li></ul>

- Being able to plan over the longer term, having particular regard for the government's commitment to eliminate rough sleeping in the life of the current parliament.
- Giving providers greater surety of financial support, allowing more certainty when investing in staff and facilities.

#### 4. Responsible service

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):

Single 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 is a joint project with Cambridgeshire County Council.

A number of formal and informal consultation exercises have been carried out over the past two years, including discussions with current service providers and users; senior and operational officers within each local authority; officers from the department of Levelling Up, Homes and Communities, and partner services within the City Council. A full list of consultees is found at Section 9 of Appendix 1.

**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?**

The service specification for the Streets to Home service was developed in consultation with the organisations listed at Section 9 of Appendix 1. People with lived experience of homelessness and current service users were included in the consultation exercises.

Consultation was conducted through a process of dialogue permitting full exploration of a wide range of views, positions and interests and allowing consultation partners to shape the service specification.

The service specification and the tender exercise to determine the service provider placed equality issues at the centre and required all bidders to say how they would comply with the Equality Act 2010 and how they would reach, and deliver services to, people with one or more protected characteristics.

**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**

The Streets to Home Service will be available to all qualifying adults. No negative or positive impact due to a person's age has been identified.

**(b) Disability**

The service specification recognises that people with mental ill-health may more frequently become homeless and, when they do, are more likely to remain homeless for longer and more likely to become homeless repeatedly. Homeless people are also more likely to develop physical illnesses. If ill health is sufficiently disabling a homeless person is likely to be in priority need and likely to be

assisted under the homelessness legislation. The new service is for people not meeting the priority need threshold or are otherwise unable to qualify for statutory homelessness assistance. In this way the new service, with its focus on getting people quickly into accommodation, will make a positive impact on the health of people with this characteristic.

**(c) Gender reassignment**

The Streets to Home Service will be available to all qualifying adults. No impacts have been identified specific to people with the protected characteristic of gender reassignment.

**(d) Marriage and civil partnership**

The Streets to Home Service will be available to all qualifying adults. No impacts have been identified specific to marital or civil partnership status.

**(e) Pregnancy and maternity**

The Streets to Home service is for those deemed not to be in priority need, as determined by the Housing Act 1996 (and subsequent amending legislation). A pregnant woman is automatically in priority need and will therefore have no need to make use of this service.

**(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.**

The Streets to Home Service will be available to all qualifying adults. No negative or positive impact due to a person’s race, colour or nationality has been identified.

**(g) Religion or belief**

The Streets to Home Service will be available to all qualifying adults. No impacts have been identified specific to religion or belief.

**(h) Sex**

The Streets to Home Service will be available to all qualifying adults. However, male rough sleepers consistently outnumber female rough sleepers by an average ratio of four to one. This said, there is good evidence from service users and local and national organisations assisting homeless women

that some women avoid rough sleeping through arrangements which may put them at risk. The new service will be required to provide outreach, and make accommodation offers, informed by this insight. Overall, therefore, the new service will make a positive impact in relation to this characteristic.

**(i) Sexual orientation**

The Streets to Home Service will be available to all qualifying adults. There are no impacts identified specific to the protected characteristic of sexual orientation.

**(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](https://media.ed.ac.uk/media/1_159kt25q)).**

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. The new service will therefore positively impact on alleviating poverty or the consequences of poverty.

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 EqIA accordingly.)**

The provider of the new service will be required to present quarterly reports throughout the life of the contract. This will include monitoring covering each protected characteristic.

## 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 EqIA sign off: 05/01/2022

Date of next review of the equalities impact assessment: 01/04/2023

Date to be published on Cambridge City Council website: 10/01/2022

**All EqIAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer at [helen.crowther@cambridge.gov.uk](mailto:helen.crowther@cambridge.gov.uk).**