

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 2024-25

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 and relief homelessness and rough sleeping, and make grant awards.

4. Responsible service
Communities Group/Housing Advice Service

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick all that apply)	<input checked="" type="checkbox"/> Residents <input type="checkbox"/> Visitors <input type="checkbox"/> Staff
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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?	<input type="checkbox"/> New <input type="checkbox"/> Major change <input checked="" type="checkbox"/> Minor change
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7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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If 'Yes' please provide details below:

The Grants team.

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

Recommended grant awards will be considered by Housing Scrutiny Committee on 23rd January 2024.

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?
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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 and submit their equality and diversity policies with their applications. Successful applicants must provide six monthly monitoring reports, which 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

For 2024-25 several grants are recommended for approval that address age-related homelessness, as follows:

- Cambridge Cyrenians - Housing Related Support - Older Homeless Floating Support Service (over 45s);
- CHS Group - Young Parent Project (YPP)
- Centre 33 - Homeless & Housing Service for young people under 25 years.

No negative impacts identified.

See appendix 1 for more information.

(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.

(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

For 2024-25 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

No negative impacts have been identified.

See appendix 1 for more information.

(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.

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://cambscf.org.uk)).

(g) Religion or belief

No positive or negative impacts identified.

(h) Sex

An overall positive impact on the basis of sex is identified in the proposed award of the 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](#)).

See appendix 1 for more information.

(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. 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 EqIA accordingly.)

Each organisation will submit six monthly monitoring reports, which include 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: Simon Hunt, Housing Advice Service Manager

Names and job titles of other assessment team members and people consulted: Julie Cornwell, Community Funding & Voluntary Sector Manager; Melanie Baker, Senior Grants Officer; Gerri Bird, Executive Councillor for Housing; Helen Crowther, Equality and Anti-Poverty Officer.

Date of EqlA sign off: 05/01/2024

Date of next review of the equalities impact assessment: 05/01/2025

Date to be published on Cambridge City Council website: 05/01/2024

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