

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.

1. Title of strategy, policy, plan, project, contract or major change to your service
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Homelessness Prevention Grants to Agencies 2025-26
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2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
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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 Team and Group

Communities Group/Housing Advice Service.

<p>5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?</p> <p>(Please tick all that apply)</p>	<p><input checked="" type="checkbox"/> Residents <input type="checkbox"/> Visitors <input type="checkbox"/> Staff</p>
<p>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):</p> <p>People who are homeless, threatened with homelessness, have a history of homelessness or who are sleeping rough.</p>	

<p>6. What type of strategy, policy, plan, project, contract or major change to your service is this?</p>	<p><input type="checkbox"/> New <input type="checkbox"/> Major change <input checked="" type="checkbox"/> Minor change</p>
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<p>7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>If 'Yes' please provide details below:</p> <p>The Grants team.</p> <p>Grant recipients, as detailed in the recommended grant awards.</p>	

<p>8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?</p>
<p>Recommended grant awards will be considered by Housing Scrutiny Committee on 2nd February 2025.</p>

<p>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?</p>
<p>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</p>

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 2025-26 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.

No negative impacts identified.

(c) Gender reassignment

No negative or positive impacts identified.

(d) Marriage and civil partnership

No negative or positive impacts identified.

(e) Pregnancy and maternity

For 2025-26 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://www.cambscf.org.uk)).

(g) Religion or belief

No positive or negative impacts identified.

(h) Sex

For 2025-26 the proposed grant awards to projects specialising in the needs of women include the following:

- Cambridge Women's Aid
- Cambridge Women's Resource Centre
- It Takes a City (The Haven)

An overall positive impact on the basis of sex is identified in the proposed awards of grants to these organisations. Firstly, 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. Secondly, women who are rough sleeping face complex challenges, barriers to services, and risks, which are not so prevalent amongst men who are rough sleeping. Health and wellbeing are key areas of concern, including women's reproductive health, substance misuse, and trauma or adverse childhood experiences. This is reflected in the Women's Rough Sleeping Census, 2023, which found that 64% of women experiencing homelessness reported mental health issues, and 74% reported physical health issues.

See appendix 1 for more information.

No negative impacts identified.

(i) Sexual orientation

No negative or positive impacts 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.**
- **People of any age with care experience – this refers to individuals who spent part of their childhood in the care system due to situations beyond their control, primarily arising from abuse and neglect within their families. The term “Care experience” is a description of a definition in law, it includes anyone that had the state as its corporate parent by virtue of a care order in accordance with the Children Act 1989 and amendments.**
- **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_I59kt25q).**

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.

People of any age with care experience

Whilst the impact of the care experience can affect people of all ages, young care leavers (from the age of 16 and up to their early 20s) disproportionately experience homelessness, loneliness, unemployment, poverty and a range of other disadvantages. As detailed above, some of the grant recommendations are for organisations specialising in the needs of young people. An overall

positive impact on the basis of being a care leaver is identified in the proposed awards of grants to these organisations.

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 being from a protected characteristic group. 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 (see: [UK Poverty 2024: The essential guide to understanding poverty in the UK | Joseph Rowntree Foundation](#)).

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 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; Cameron Holloway, Executive Councillor for Community Safety, Homelessness and Wellbeing; Helen Crowther, Equality and Anti-Poverty Officer.

Date of EqIA sign off: 06/01/2025

Date of next review of the equalities impact assessment: 06/01/2026

Date to be published on Cambridge City Council website: 06/01/26

All EqIAs need to be sent to the Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk