

Moray Council Equality Impact Assessment

APPENDIX II

Service: **Environmental Services**

Department: **Housing and Property**

Title of policy/activity: **The Moray Homelessness Strategy 2015 – 2018**

1. What are the aims and objectives of the policy/activity?

The Moray Homelessness Strategy 2015 – 2018 sets out how the Moray Council and its partners will continue to work together over the next three years to prevent and alleviate homelessness by responding to the needs of individuals and families that are facing homelessness.

The overall aim of the Moray Homelessness Strategy 2015 – 2018 is:
to prevent homelessness where possible, but when it does arise, to ensure that appropriate assistance and support is provided.

The objectives of the Moray Homelessness Strategy 2015 – 2018 will focus on:

- Housing options and homeless prevention
- Provision of temporary and permanent accommodation
- Housing support and tenancy sustainment

These objectives are then translated into actions which are details within an Action Plan.

2. List the evidence that has been used in this assessment

Internal data (customer satisfaction surveys; equality monitoring data; customer complaints)	Reference has been made to service user feedback. Internal statistical data - Available information was used in terms of who has presented as homeless, such as age, gender, etc. Temporary Accommodation Appraisal
Consultation with officers or partner organisations	As part of the consultation process, the draft Moray Homelessness Strategy 2010 - 2015 was issued to and feedback was sought. This included officers within the Council, TSI Moray (Third Sector Interface) and key stakeholders via the Homelessness Strategy Group. In addition feedback from equalities groups was sought through the Moray Equalities Forum.
Consultation with community groups	The consultation detailed above included the Moray Tenant's Forum and community councils across Moray. Homeless service user consultation was undertaken as part of the strategy consultation process.
External data (statistics,	A homeless assessment monitors equalities by

census, research)	looking at who is presenting, such as by age, ethnicity, gender, disability. This information is sent to the Scottish Government on a quarterly basis as HL1 statistics and is published on their website. This information is compared to other local authorities to see how we measure against one another.
Other	

3. Detail any gaps in the information that is currently available?

Homeless applications only collate basic equalities information which has been used to develop the strategy. No direct demographic data of homeless service users pertaining to all of the characteristics protected under the Equality Act 2010 is available. At present it is felt that service users are not confident enough to disclose sensitive information such as religion or belief, sexual orientation, gender reassignment.

4. What measures will be taken to fill the information gaps before the policy/ activity is implemented? These should be included in the action plan

Measure	Timescale
None	

5. Are there potential impacts on protected groups? Tick as appropriate

	Positive	Negative	None	Unknown
Age – young	✓			
Age – elderly			✓	
Disability			✓	
Race			✓	
Religion or belief			✓	
Sex			✓	
Pregnancy and maternity			✓	
Sexual orientation			✓	
Gender reassignment			✓	
Marriage and civil partnership			✓	

6. What are the potential negative impacts?

No negative impacts have been identified.

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?

As part of the consultation process, views were invited from the Moray Equalities Forum. Council officers also completed face to face surveys with homelessness service users.

8. What mitigating steps will be taken to remove those impacts? These should be included in the action plan.

Mitigating step	Timescale

9. What steps can be taken to promote good relations between various groups? These should be included in the action plan.

10. How does the policy/activity create opportunities for advancing equality of opportunity?

The overall aim of the Council's Homelessness Strategy - to prevent homelessness where possible, but when it does arise, to ensure that appropriate assistance and support is provided - applies to all.

Age – young

The strategy highlights the high proportion of young homeless people in Moray. The strategy aims to work with other agencies to reduce this number. It aims to prevent homelessness occurring and to ensure that advice and support is available.

Disability

The strategy recognises that complex and multiple issues contribute to repeat homelessness. Mental health issues have been increasingly cited by applicants as contributing to homelessness. The action plan contains actions aimed at supporting

those with mental health issues.

11. What monitoring arrangements will be put in place? These should be included in the action plan.

An annual review of the operation of the policy will be presented to the Communities Committee. This will consider equalities issues should they be identified.

12. What is the outcome of the assessment? Tick as appropriate.

1	No impacts have been identified	✓
2	Impacts have been identified, these can be mitigated as outlined in question 8	
3	Positive impacts have been identified in relation to the need to:	
	a) Eliminate discrimination, harassment, victimisation and other behaviour prohibited by the Equality Act 2010	
	b) Promote equality of opportunity	✓
	c) Foster good relations between groups who share a protected characteristic and those who don't.	
4	The activity will have negative impacts which cannot be mitigated fully	

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

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Sign off and authorisation

Department	Housing and Property
Title of Policy/activity	The Moray Homelessness Strategy 2015 – 2018
We have completed the equality impact assessment for this policy/activity.	Name: Gillian Henly Position: Homelessness Strategy Officer Date: 28 September 2015
Authorisation by Director or Head of Service	Name: Richard Anderson Position: Head of Housing and Property

	Date: 28 September 2015
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The impact assessment should now be authorised by either the Director or Head of Service.

Please return this form, along with the completed screening process and full assessment forms, to the Equal Opportunities Officer, Chief Executive's Office.