

Equality Analysis (EA): service/function

Name of the service/function: Lincolnshire Homelessness Strategy
 Lead officer for this EA: Amanda Pauling, Homelessness Prevention Programme Manager on behalf of Lincolnshire's 7 district councils

1) Please list all the key elements within the service/function covered by this EA:

The Lincolnshire Homelessness Strategy meets the statutory requirement placed on local housing authorities by the Housing Act 1996 Part VII (As Amended by the Homelessness Act 2002) to undertake a review of homelessness in their area and to publish a strategy setting out the authorities plan to tackle it.

The strategy has been produced in partnership by the Lincolnshire housing authorities to provide a co-ordinated approach to prevent and tackle homelessness across the county. The strategy has a clear governance structure with oversight by Lincolnshire's Health & Wellbeing Board.

The strategy has 5 key priorities:

- Partnership – Developing and maintaining strategic relationships and partnerships
- Prevent – Preventing homelessness wherever possible to do so
- Protect – Protecting the most vulnerable from experiencing homelessness including tackling rough sleeping
- Place – Ensuring access to the right type of housing solution
- Possibility – Ensuring a sustainable future for supported housing

2) Identify any elements of the service/function aimed at or impacting on people who share a protected characteristic.

Protected Characteristics	Service / function
Race: people from different ethnic groups	The strategy includes a range of initiatives and services aimed at tackling or preventing homelessness ensuring that any household is able to access personalised support. These services are not specifically aimed at any individual group.
Sex: men and women	As above
Disability: physical or mental	As above
Religion/belief: people from different faith groups with or without a belief	As above
Sexual orientation: lesbian, gay or bisexual people.	As above

Age: older or younger people	As above
Gender reassignment: the process of transitioning from one gender to another	As above
Pregnancy or maternity	As above
Marriage or civil partnership	As above
Other groups (e.g. from deprived (IMD) communities; from rural communities)	As above

3) Have you identified differences in need for those with a protected characteristic?

Protected Characteristics	Identified differences
Race: people from different ethnic groups	In developing this strategy it was recognised that different households (whether individual or families) will have different needs and support requirements. Lincolnshire authorities are using the Strategy as a framework in which to explore initiatives and services through the Delivery Plan rather than an analysis of needs through the Strategy. Authorities will also use this to monitor the equalities implications of services as they develop to assess whether their impact has an impact on the protected groups identified.
Sex: men and women	As above
Disability: physical or mental	As above
Religion/belief: people from different faith groups with or without a belief	As above
Sexual orientation: lesbian, gay or bisexual people.	As above
Age: older or younger people	As above
Gender reassignment: the process of transitioning from one gender to another	As above
Pregnancy or maternity	As above
Marriage or civil partnership	As above
Other groups (e.g. from deprived (IMD) communities; from rural communities)	As above

4) Have you identified evidence of an adverse equality impact on those with a protected characteristic? What actions have you taken to mitigate any adverse equality impact on those with a protected characteristic?

Protected Characteristics	Evidence of adverse equality impact	Mitigating action
Race: people from different ethnic groups	No adverse equality impacts have been identified. This will be monitored throughout the strategy to ensure this remains the case.	
Sex: men and women	As above	
Disability: physical or mental	As above	
Religion/belief: people from different faith groups with or without a belief	As above	
Sexual orientation: lesbian, gay or bisexual people.	As above	
Age: older or younger people	As above	
Gender reassignment: the process of transitioning from one gender to another	As above	
Pregnancy or maternity	As above	
Marriage or civil partnership	As above	
Other groups (e.g. from deprived (IMD) communities; from rural communities)	As above	

5) Have you identified evidence of a beneficial equality impact on those with a protected characteristic? (E.g. fostering good relations, advancing equality of opportunity, etc.)

Protected Characteristics	Beneficial equality impact
Race: people from different ethnic groups	The Strategy sets out the challenges, priorities and objectives for preventing and tackling homelessness. Through a detailed delivery plan the strategy aims to provide person-centred support to vulnerable people who are homeless or at risk of homelessness. This will provide beneficial equality impacts for those accessing homelessness services with one of these protected characteristics.
Sex: men and women	As above
Disability: physical or mental	As above
Religion/belief: people from different faith groups with or without a belief	As above
Sexual orientation: lesbian, gay or bisexual people.	As above
Age: older or younger people	As above
Gender reassignment: the process of transitioning from one gender to another	As above
Pregnancy or maternity	As above
Marriage or civil partnership	As above

Other groups (e.g. from deprived (IMD) communities; from rural communities)	As above
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6) In considering the above information, have any gaps in data or equalities information been identified?

- Further analysis of households accessing homelessness services by each authority is required to provide more detailed analysis of those with protected characteristics and assessing the equality impact of this strategy.

7) Outcomes of analysis and recommendations to Equality Board (delete as applicable and provide evidence to support the recommendations)

Outcome of EA	Recommendation	Record specific action/s to be taken
Equality analysis has not identified any potential for discrimination for adverse impact and all opportunities to promote equality have been taken	No major changes to the service needed	<p>The Lincolnshire Homelessness Strategy underpins the delivery of statutory duties placed on the authority by the Housing Act. The legislation is explicitly inclusive and makes provision equally across all protected characteristics and there are no elements of deliberate unfairness of treatment or disadvantage.</p> <p>As part of their wider equalities work authorities should look to undertake reviews of those accessing services in relation to protected characteristics to consider whether any positive targeting activity is proportionate in their area.</p>

Signature of lead officer:

Date:

Date agreed by Equality Board:

Supporting notes:

Possible negative impacts to consider:

- **Direct discrimination** - when someone is deliberately treated unfairly due to an irrelevant characteristic, such as their race, gender, age, disability, religion/belief or sexual orientation.
- **Indirect discrimination** - when a criterion or practice is applied to everyone but has the effect of putting a particular group at a disadvantage.
- **Unmet needs** - specific requirements of particular groups that might be overlooked. This may not be against the law, but doing so may have a negative effect on different groups, preventing them from accessing a service, applying for a job or taking part in society for example.

If you identify unmet needs you should consider how you can make your service more inclusive and accessible for all groups. E.g.:

- Providing information in different formats
- Delivering the service in a different way for different groups
- Publicising the service in different ways and in different places so more people can learn about it
- Raising awareness and/or training for relevant staff delivering the service

Examples of completed EAs and more detail for each of the protected characteristics is held in Alfresco: <http://davinci:8080/share/page/site/corporate-documents/documentlibrary#filter=path%7C%2FEquality%2520and%2520Diversity%7C&page=1>

Key points to remember:

- The objective is not simply to complete this template, but to understand how your service impacts on people who share a protected characteristic
- The time and effort involved should be in proportion to the importance of the service to equality and good relations.
- Equality analysis involves looking for what steps could be taken to advance equality as well as eliminate discrimination, including any action to meet the needs of those affected or to remove or minimise disadvantage.
- Without good evidence, good equality analysis will be difficult to achieve. A lack of information is never an excuse for not analysing the effect on equality, as some evidence will almost always be available. Where it isn't available, take steps to gather it.
- The insights from engagement with employees, service users, trade unions and others affected are important evidence for your equality analysis.