

## **APPENDIX 3**

### **Draft Equality Impact Assessment**

1. The Public Sector Equality Duty placed a duty on all public bodies to have due regard to the need to:
  - Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
  - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.
  - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
2. The duty has the following three aims:
  - To remove or minimise disadvantages suffered by people due to their protected characteristics.
  - To take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
  - To encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.
3. The protected Characteristics are:
  - Age
  - Disability
  - Gender
  - Gender reassignment
  - Pregnancy and maternity
  - Race
  - Religion, belief or lack of belief
  - Sexual orientation
  - Marriage and Civil partnership. (For this characteristic the duty only applies to the first aim to eliminate discrimination)
4. The Equality Impact Assess for this report is detailed below.

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| <b>Lead Officer</b>              | Louise Taylor, Head of Housing  |
| <b>Decision Maker</b>            | Dover District Council Leader   |
| <b>Name and Type of decision</b> | Adoption of the Homelessness and Rough Sleeping Strategy 2020-2024  |
| <b>Date of decision</b>          | Tbc   |
| <b>Aims of the decision</b>      | The Homelessness Act 2002 gave all local authorities a responsibility to produce a 5 year strategy on homelessness for their areas, and renew the strategy at the end of each period. |
| • Objectives                     | The aim of the Homelessness and Rough Sleeping Strategy is to improve   |

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| <ul style="list-style-type: none"> <li>• Intended outcomes</li> <li>• Key actions</li> <li>• Who and how many will be affected?</li> </ul>   | <p>outcomes for those facing a housing crisis. We are also required to follow legal procedures to ensure we accurately support and assess applications for assistance.</p> <p>The findings from the Homelessness Review have been used to update and draft the Homelessness Prevention Strategy 2020-2024 and agree on the priorities for the Council in relation to homelessness and homelessness prevention, for the next 5 years. The priorities agreed are as follows:</p> <ol style="list-style-type: none"> <li>1. Tackling Homelessness Together</li> <li>2. Enhanced Accommodation Options</li> <li>3. Using Resources Effectively</li> <li>4. Improving Options for Homeless Households</li> <li>5. End Rough Sleeping</li> </ol> <p>The draft strategy sets out how the council, working with partners, aims to achieve these priorities and monitor progress.</p> <p>The strategy supports equality of access and assistance to all eligible person/households to Housing Options and other related community and statutory services.</p> |
| <p><b>Information and Research</b></p> <ul style="list-style-type: none"> <li>• Summarise research and information that you used to prepare your proposals / preferred options</li> <li>• What data did you use to research your proposals</li> <li>• List anything you found that will affect people with protected characteristics.</li> </ul> | <p>The previous Homelessness Strategy was reviewed as part of the process of drafting this strategy.</p> <p>To help inform this strategy we:</p> <ul style="list-style-type: none"> <li>• Engaged and consulted with organisations delivering homelessness related services in the Dover district</li> <li>• Collected data and evidence from them and our own records about services that work well and any challenges we face</li> <li>• Reviewed data relating to statutory homelessness</li> <li>• Reviewed our use of temporary accommodation</li> <li>• Reviewed rough sleeping and sofa surfing in the district</li> <li>• Reviewed the accommodation and support provided by DDC and partner Organisations</li> </ul> <p>The information gathered did not identify any difference for people with protected characteristics.</p>   |
| <p><b>Consultation</b></p> <ul style="list-style-type: none"> <li>• Has there been any specific consultation done?</li> <li>• What were the consultation results?</li> <li>• Did the consultation analysis show</li> </ul>   | <p>See above.</p> <p>The report to Cabinet is for agreement to go out to formal consultation.</p> <p>Once agreed, there will be an eight week consultation period with internal and external partners, as well as partner and homelessness support agencies.</p> <p>This draft will be reviewed and amended as necessary following the</p>   |

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| any difference for people with protected characteristics?<br>• What conclusions did you draw from the consultation? | consultation period. |
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**Assessing if the decision is likely to be relevant to the three aims of the Equality Duty.**

| <b>Aim</b>  | <b>Relevance<br/>Yes / No</b> |
|---|-------------------------------|
| Eliminate discrimination, harassment, victimization   | Yes                           |
| Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not. | Yes                           |
| Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.  | Yes                           |

**If you have decided that this decision is relevant to the three aims of the Equality Duty, use the section below to show how it is relevant and what the impact will be.**

| <b>Protected Characteristic</b> | <b>Relevance<br/>High/Medium/Low</b> | <b>Impact of the decision<br/>Positive / Negative</b>   |
|---------------------------------|--------------------------------------|---|
| Age                             | Low                                  | Neutral<br>The Strategy does not discriminate or disadvantage anyone due to their age. A household/person will receive the same level of service regardless of their age.       |
| Disability                      | Low                                  | Neutral<br>The Strategy does not discriminate or disadvantage anyone with a disability, either visible or invisible, they will receive the same level of service.               |
| Gender reassignment             | Low                                  | Neutral<br>The Strategy does not discriminate or disadvantage anyone having had gender reassignment, they will receive the same level of service.                               |
| Gender                          | Low                                  | Neutral<br>The Strategy does not discriminate or disadvantage anyone due to their gender, a household/person will receive the same level of service regardless of their gender. |
| Marriage and Civil Partnership  | Low                                  | Neutral<br>The strategy and the service does not discriminate or disadvantage anyone due to their relationship/marital status.  |
| Pregnancy and Maternity         | Low                                  | Neutral   |

|                                    |     |   |
|------------------------------------|-----|---|
|                                    |     | The strategy and the service does not discriminate or disadvantage if someone is pregnant or has a child or children.   |
| Race                               | Low | Neutral<br>The Strategy does not discriminate or disadvantage on the grounds of race, a household/person will receive the same level of service regardless of their race. |
| Religion, Belief or Lack of Belief | Low | Neutral<br>The Strategy does not discriminate or disadvantage anyone due to their religion, belief or lack of belief, they will receive the same level of service.        |
| Sexual Orientation                 | Low | Neutral<br>The Strategy does not discriminate or disadvantage anyone due to their sexual orientation, they will receive the same level of service.                        |

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| If you have found negative impact, outline the measures you intend to take to mitigate it. | No negative impact identified. |
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