

EQUALITY IMPACT ANALYSIS FORM

STAGE1: INITIAL EQUALITY IMPACT ANALYSIS

This stage will establish whether a policy, strategy, plan, function or a change initiative (proposed step) is likely to have an adverse or positive impact on human rights or on the grounds of a protected characteristic i.e. race, gender, disability, age, religion or belief, sexual orientation. (Refer to [Guidance Document](#))

Title of Proposed Step	Termination of homeless early intervention service
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Q 1. What is the aim of the proposed step? Is it likely to have a positive impact, such as promoting human rights, tackling discrimination, improving access, promoting community cohesion or addressing socio-economic inequality? If “yes”, summarise evidence from stakeholders, corporate diversity team, research or data:

The aim of this proposed step is to create savings to address current financial pressures. The Council is having to deliver savings of over 20% over the next three years. We are having to focus on those areas that we must provide by statute whilst at the same time ensuring that there remains a core minimum, prevention service.

Q 2. Can the positive impact be further enhanced to benefit a wider range of people than originally envisaged?

Not applicable – unlikely to have a positive impact

Q 3. Is there likely to be an adverse impact as a result of this proposed step? If **NO**, explain why here. If **YES** a more detailed analysis of impact will be required go to **Stage 2**.

Yes – there is likely to be some adverse impact

Note: The boxes in **stage 2** should be marked with **Not Applicable** when terminating the process at **Q.3**. The administration section must still be fully completed.

STAGE 2: FULL EQUALITY IMPACT ANALYSIS

This stage examines the proposed step in more detail in order to obtain further information about its potential negative impact. It will help inform whether any remedial action needs to be taken, and may form part of a continuing assessment framework as the proposal develops.

Q 4. What research/data/information is there on any equality or human rights issues, or the relevant equality groups impacted? What differential impact is there between equality groups?

The proposal affects service for people who are at risk of becoming homeless due to rent/mortgage arrears, debt and chaotic lifestyles. This may involve people having substance abuse issues, exhibiting anti-social behaviour, involvement with the Criminal Justice System etc., all factors that would impact on their ability to sustain independent living. The aim of the service is to work with individuals to tackle these issues that are leading to potential homelessness and thereby prevent this from taking place

Age: These proposals should not disproportionately affect this protected characteristic

Race: These proposals should not disproportionately affect this protected characteristic.

Sex: These proposals should not disproportionately affect this protected characteristic.

Disability: These proposals should not disproportionately affect this protected characteristic.

Religion or Belief: These proposals should not disproportionately affect this protected characteristic.

Sexual Orientation: These proposals should not disproportionately affect this protected characteristic.

Pregnancy and Maternity: There is unlikely to be an impact on this equality group.

Gender Reassignment: These proposals should not disproportionately affect this protected characteristic.

Marriage and Civil Partnerships: These proposals should not disproportionately affect this protected characteristic.

Q 5. Have you received advice on equality requirements or issues? Provide a summary of the equalities and human rights advice received from the corporate diversity team:

This proposal will be reviewed electronically by the diversity team. If further clarification is required, a follow meeting will be arranged.

Q 6. Have the proposed steps been revised following a consultation? What steps have been taken to mitigate any adverse impact/ reduce/eliminate inequalities? Give an analysis of any specific factors which have been taken into account? If no consultation was undertaken please say why.

This assessment has been completed prior to public consideration at the Health and Well-Being Scrutiny Committee.

There are additional commissioned services which provide homeless prevention services – see info under Q7 - although these services are not available to all sectors of the community.

Q 7. Does the potential negative impact fall within the very **high** to **medium** range of the risk assessment - see risk assessment grid. What actions will be taken to reduce risk to **low** and improve outcomes?

Termination of Homeless Early Intervention Contract– £34,064 - Medium risk – the current contract provides support to 7 individuals/families at any one time and is available to all sectors of the community. Whilst there are additional Council-commissioned services that aim to prevent homelessness, these services are not available to everyone. For example, the homelessness prevention service commissioned by Housing is only available to Council tenants and deals primarily with rent arrears. Therefore it is likely that those most affected by this proposed termination of service will be people in the private sector.

The Family Intervention Project that is commissioned by Children’s Social Care has a primary objective of stopping the anti-social behaviour of families and restore safety to their homes and to the wider community. The project also tackles the causes of anti-social behaviour, with issues such as drug and alcohol misuse, poor health, domestic violence, unemployment and debt. As a result the project also delivers other objectives such as preventing homelessness, enabling families to sustain tenancies and helping to achieve the five Every Child Matters outcomes for children and young people.

For those families and individuals that do not meet the criteria of the above services, then the Council will signpost enquirers to alternative support services

and community support organisations. This will be looked at as the Council develops its wider advice and information offer.

Q. 8. How will the proposed steps be monitored and evaluated, including its impact? Where appropriate, what data systems or methods will be introduced to support monitoring or evaluation?

There will continue to be close liaison with the current support provider during the contract termination period for this contract. There will be a gradual wind-down of the service. This will include ensuring that people already utilising the services are supported to move to available alternative support services to ensure that current service users continue to receive appropriate support, as required.

There are no plans to support monitoring or evaluation of the proposed changes. However this decision may well impact on community organisations and the Council may wish to link with these to assess the ongoing position.

Please send the form to The Corporate Diversity Team 3rd Floor Civic Offices or diversity@thurrock.gov.uk. We will complete the administration section and publish the document. The EqlA is not completed unless it is properly published.

Electronic signatures are acceptable

Corporate Diversity Team to complete	
EqlA Meeting Date:	EqlA Publication Date:
EqlA Submitted Date:	EqlA Review Date:

AUTHOR SIGNATURE:	
HEAD OF SERVICE SIGNATURE::	