

Community Equality Impact Assessment (CEIA)

Service area and lead officer

Name of service	Housing
CEIA Lead Officer	Ryan Farmer
CEIA Lead Officer job title	Housing Strategy and Quality Manager
CEIA Lead Officer email address	rfarmer@thurrock.gov.uk
Please insert business case reference e.g. CTS (where applicable)	-

Subject of this assessment

State the name of, and briefly summarise, the specific policy, strategy, function or service that is the subject of this assessment

This CEIA relates to the Homelessness Prevention and Rough Sleeping Strategy 2025-2030.

There is a statutory duty on every Local Authority to have a Homelessness Prevention and Rough Sleeping Strategy which sets out the local authority's plans for the prevention of homelessness and for securing that sufficient accommodation and support are, or will be, available for people who become homeless or who are at risk of becoming so.

The local authority must ensure that all organisations whose work can help to prevent homelessness and/or meet the needs of homeless people are involved in the strategy.

The current homelessness strategy was adopted in Thurrock in 2020. A new Homelessness Prevention and Rough Sleeping Strategy has been developed which takes into account current homelessness in the borough, the impact of rising cost of living, and new opportunities for preventing homelessness.

Borough-wide or location-specific?

Borough-wide Location-specific – please state locations below.

Click or tap here to enter text.

Which of the following is the proposal? (Tick all that apply)

A new policy, strategy, function or service

Change to an existing policy, strategy, function or service

Other – please provide details below

Click or tap here to enter text.

Why is this policy, strategy, function or service development or review needed?

Section 1(1) of the Homelessness Act 2002 requires a Local Authority to review homelessness in its area and to produce a strategy under s1(3). Section 1(4) requires that the strategy is reviewed and updated every 5 years, although Local Authorities may do this earlier/more frequently than that.

Thurrock Council must comply with the legal requirement of having an updated strategy within five years of publication of its last strategy.

1. Engagement, consultation and supporting information

1.1. What steps you have taken, or do you plan to take, to engage or consult (where applicable) the whole community or specific groups affected by this development or review? **This is a vital step.**

Please ensure you provide details of the following (where applicable):

- What consultation/engagement activity took place, and over what timescales
- A demographic profile of those targeted by this activity
- The methods adopted to engage residents and groups, and the type of data (quantitative or qualitative) gathered
- A list of the questions asked to respondents
- If consultation or engagement activity has yet to take place, use the details currently available to provide an outline of the planned activity to cover the points above

Steps you have taken, or plan to take, to engage or consult

Consultation and engagement activity which has taken place includes extensive and wide-ranging face-to-face sessions with staff and partners from a range of services, especially those who support and work alongside individuals and households approaching the council for homelessness advice and assistance.

Engagement was free-form, allowing the areas and priorities which mattered to those being consulted with to come to the surface, rather than presenting a list of questions which may have limited the scope of engagement activity and priority finding.

Statistical analysis has also been carried out, and presentations to other key Council services and management teams have been made to share findings and gather feedback.

Consultation and engagement with the Cabinet member for Health and Well-being has taken place at every stage of the development of the proposed draft strategy.

The Place Overview and Scrutiny Committee has had an opportunity to provide feedback on the draft strategy document itself on Wednesday 19 February 2025.

1.2 Outline the results of the activity and clarify how these results have factored into decision making processes, and supported your understanding of the impact/s the proposal will have upon the community

A high level summary of the engagement/consultation activity results, clarifying how these have factored into decision making processes and supported the understanding of potential impacts

The engagement/consultation activity was undertaken and concluded before the activity to draft the refreshed strategy, ensuring that all views and feedback could feed into the document as it was produced.

This approach gives assurance that the strategy has been drafted to deliver on the priorities and areas of importance identified through consultation, rather than limiting the potential of the strategy by attempting to pre-empt these.

As such, it can be confirmed that the engagement/consultation activity has led and defined the final draft strategy which has now been produced and presented for approval.

1.3 What Thurrock-specific data or intelligence sources have you used to inform your assessment of the impact? How have these helped you understand who will be affected by the development or review? Is there other national or regional data and intelligence you have used to form the basis of your understanding?

Sources of data or intelligence, and how they have been used to inform understanding

Significant engagement was undertaken with colleagues in Public Health to inform the development of the strategy and identify areas of pressure, demand and to set the local context of the strategy. Internal homelessness presentation data was also used and extracted from the Housing Jigsaw system, which features key individual, household, and case level data. Housing market data was obtained through the Hometrack property valuation system. National and regional data has been accessed through ONS and Census 2021 data-sets. Collectively, all of this information allowed the council to undertake a statistical review of homelessness in the borough which fed into the development of the strategy alongside stakeholder engagement feedback.

2. Community and workforce impact

When completing this part of the assessment, please consider the following guidance:

- Be clear about all impacts, particularly negative impact upon groups
- Focus on those who will be impacted and consider the impacts they will experience
- Cross reference each individual impact with appropriate data and intelligence sources
- Ensure specific or technical terms are clearly clarified and explained, and all acronyms are spelled out

2.1. What impacts will this development or review have on communities, workforce and the health and wellbeing of local residents? Please consider the sub-groups listed in each section. See the [WHIASU Population Group checklist](#) for further identified impact groups.

Please ensure a full response is provided for every question, including where only neutral impacts are anticipated.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Local communities in general <ul style="list-style-type: none"> • Impacted community groups • Relevant cultural groups • Homeless • People seeking asylum 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The implementation of a new Homelessness Prevention and Rough Sleeping Strategy based on up-to-date understanding of the causes and drivers for homelessness will enable the council to better design and deliver more relevant interventions to prevent and relieve homelessness	Positives will be maximised through the full endorsement, adoption and delivery of the new strategy, across not only the council but through key partners and organisations in the public, private and third sectors

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
<p>Age e.g.</p> <ul style="list-style-type: none"> • Early years (from pregnancy to first year of life) • Children and young people • General adult population • Older people 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There are specific actions in the strategy relating to improving education and awareness of housing-related issues for children and young people with the aim of improving the likelihood of tenancy/household sustainment in the future.</p> <p>Under homelessness legislation, some cohorts of applicants may be more likely to be found in priority need for accommodation, such as those who are vulnerable due to old age or those with dependent children.</p>	<p>Positives will be maximised through the full endorsement, adoption and delivery of the new strategy, across not only the council but through key partners and organisations in the public, private and third sectors.</p> <p>Specific actions and areas for focus for this community/group sit under the Homelessness Prevention and Intervention strategic theme</p>

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
<p>Disability e.g.</p> <ul style="list-style-type: none"> Those with physical or sensory disabilities or learning difficulties 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The strategy specifically highlights a need to boost supported accommodation, and expanded tenancy sustainment programmes for vulnerable residents.</p> <p>Under homelessness legislation, some cohorts of applicants may be more likely to be found in priority need for accommodation, such as those who are vulnerable due to a physical disability or mental illness.</p>	<p>Positives will be maximised through the full endorsement, adoption and delivery of the new strategy, across not only the council but through key partners and organisations in the public, private and third sectors.</p> <p>Specific actions and areas for focus for this community/group sit under the Homelessness Supply and Affordability and Homelessness Prevention and Intervention strategic themes</p>
<p>Gender reassignment e.g.</p> <ul style="list-style-type: none"> Those who have yet to, are undergoing, or have undergone gender reassignment 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>There are no specific positive or negative impacts relating to the implementation of the new Homelessness Prevention and Rough Sleeping Strategy which have been identified for those with the protected characteristic of gender reassignment.</p>	-

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Marriage and civil partnership e.g. <ul style="list-style-type: none"> • Married and divorced people • Those in a civil partnership • Co-habiting couples 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no specific positive or negative impacts relating to the implementation of the new Homelessness Prevention and Rough Sleeping Strategy which have been identified for those with the protected characteristic of marriage and civil partnership.	-
Pregnancy and maternity e.g. <ul style="list-style-type: none"> • Expecting parents • New parents on maternity or paternity leave • Parent/child groups • Lone parent families 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Whilst there are no measures specifically outlined in the refreshed Homelessness Prevention and Rough Sleeping Strategy relating to pregnancy and maternity, under homelessness legislation, these cohorts of applicants may be more likely to be found in priority need for accommodation, and therefore will be more likely to benefit from the positive impacts associated with a refreshed strategic approach	Positives will be maximised through the full endorsement, adoption and delivery of the new strategy, across not only the council but through key partners and organisations in the public, private and third sectors

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Race e.g. <ul style="list-style-type: none"> Black, Asian and Minority ethnic groups including Gypsies, Roma and Travellers 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no specific positive or negative impacts relating to the implementation of the new Homelessness Prevention and Rough Sleeping Strategy which have been identified relating to the race protected characteristic	-
Religion or belief e.g. <ul style="list-style-type: none"> People of different religions or holding particular beliefs Religious cultural or community groups Religious and cultural events throughout the community/year 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no specific positive or negative impacts relating to the implementation of the new Homelessness Prevention and Rough Sleeping Strategy which have been identified relating to the religion or belief protected characteristic	-
Sex <ul style="list-style-type: none"> Male/Female 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no specific positive or negative impacts relating to the implementation of the new Homelessness Prevention and Rough Sleeping Strategy which have been identified relating to the sex protected characteristic	-

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Sexual orientation e.g. <ul style="list-style-type: none"> • Heterosexual people • Lesbian, gay and bisexual people 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no specific positive or negative impacts relating to the implementation of the new Homelessness Prevention and Rough Sleeping Strategy which have been identified relating to the sexual orientation protected characteristic	-
Location-specific impact, if any e.g. <ul style="list-style-type: none"> • Specifically impacted wards or regions of Thurrock • Isolated or over-populated areas • Those living in areas of poor economic conditions/with poor health indicators • Those unable to access services 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The implementation of a new Homelessness Prevention and Rough Sleeping Strategy based on up-to-date understanding of the causes and drivers for homelessness will enable the council to better design and deliver more relevant interventions to prevent and relieve homelessness across the borough. The strategy itself proposes and endorses the expansion of locality-based work, ensuring that local need is identified within localities and targeted interventions are then delivered accordingly to meet those identified needs.	Positives will be maximised through the full endorsement, adoption and delivery of the new strategy, across not only the council but through key partners and organisations in the public, private and third sectors. Specific actions and areas for focus for this community/group sit under the Homelessness Prevention and Intervention strategic theme

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Workforce <ul style="list-style-type: none"> Employees of Thurrock Council – this may include specific services within the authority 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no specific positive or negative impacts relating to the implementation of the new Homelessness Prevention and Rough Sleeping Strategy which have been identified relating to workforce	-
Health and wellbeing of residents e.g. <ul style="list-style-type: none"> People with severe physical and/or mental health conditions Health impacts in local areas i.e. low air quality/high pollution Community impacts upon wellbeing i.e. low community safety/high crime Economic impacts upon health i.e. income, poverty, debt 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It is identified that housing and homelessness is a key determinant of health and wellbeing. As such, the actions set out in the strategy to prevent and relieve homelessness, with a longer-term vision of proactive rather than reactive services, would see a greatly reduced impact of homelessness on health and wellbeing within the population in Thurrock	Positives will be maximised through the full endorsement, adoption and delivery of the new strategy, across not only the council but through key partners and organisations in the public, private and third sectors.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
<p>Socio-economic outcomes e.g.</p> <ul style="list-style-type: none"> • Economically inactive people • People on low income, with debt or in poverty • People unable to work due to ill health • Unemployed people 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>There are a number of actions identified within the strategy to support those who are economically inactive, unable to work, unemployed or with low incomes or in poverty. These households are identified as being at greatest risk of being unable to meet their own housing needs and therefore likely to be in the greatest need of homelessness advice and assistance. The refresh of this strategy with an updated understanding of the levels of poverty and socio-economic factors in the borough mean that a new direction and new initiatives can be established to best support these cohorts to prevent and relieve homelessness.</p>	<p>Positives will be maximised through the full endorsement, adoption and delivery of the new strategy, across not only the council but through key partners and organisations in the public, private and third sectors.</p> <p>Specific actions and areas for focus for this community/group sit under the Homelessness Supply and Affordability and Homelessness Prevention and Intervention strategic themes</p>

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Veterans and serving members of the armed forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Whilst there are no measures specifically outlined in the refreshed Homelessness Prevention and Rough Sleeping Strategy relating to veterans and serving members of the armed forces, under homelessness legislation, these cohorts of applicants may be more likely to be found in priority need for accommodation, and therefore will be more likely to benefit from the positive impacts associated with a refreshed strategic approach	Positives will be maximised through the full endorsement, adoption and delivery of the new strategy, across not only the council but through key partners and organisations in the public, private and third sectors
Unpaid carers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no specific positive or negative impacts relating to the implementation of the new Homelessness Prevention and Rough Sleeping Strategy which have been identified relating to unpaid carers	-

3. Monitoring and review

3.1. How will you review community and equality impact once the policy, strategy, function or service has been implemented? These actions should be developed using the information gathered in sections 1 and 2 and included in your service area's business plans. Consider:

- When and who will review and update the CEIA throughout the delivery of the proposal?
- What future work, including further consultation and engagement, is set to take place?
- What ongoing reviews of the CEIA and the proposal will take place?

Action	By when	By who
The CEIA will be reviewed on an annual basis and refreshed to ensure that any unidentified positive or negative impacts are identified and either maximised or minimised/eliminated as appropriate	March 2026	Head of Housing Solutions
The refresh of the Homelessness Prevention and Rough Sleeping Strategy will be initiated	March 2029	Head of Housing Solutions
If annual reviews of the CEIA indicate significant changes in local context/ understanding of homelessness compared to information presented in the 2025-2030 strategy which means that the document is no longer relevant, an early refresh of the Homelessness Prevention and Rough Sleeping Strategy will be initiated	If required	Head of Housing Solutions

4. Next steps

- 4.1. The information gathered must be used to inform reports presented to Cabinet or overview and scrutiny committees. This will give members a necessary understanding of the impact their decisions will have on different groups and the whole community.

Summarise the implications and customer impact below. This summary should be added to the committee reports template in the Diversity and Equality Implications section for review and sign-off at the consultation stage of the report preparation cycle.

Summary of implications and customer impact

The new Homelessness Prevention and Rough Sleeping Strategy aims to address homelessness through a comprehensive approach, positively impacting various communities. By implementing targeted interventions based on an understanding of homelessness causes, the strategy ensures that the needs of impacted community groups are effectively met. The success of the strategy relies on full endorsement and collaboration across the council and key partners in the public, private, and third sectors.

Specific actions in the strategy aim to improve housing awareness for children and young people, enhancing the likelihood of future tenancy sustainment. The strategy also highlights the need to boost supported accommodation and expand tenancy sustainment programmes for individuals with disabilities or learning difficulties, ensuring that vulnerable residents receive the support they need.

No specific impacts are identified for individuals with protected characteristics such as gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion, sex, and sexual orientation, indicating an equitable strategy. General improvements in homelessness prevention and intervention are expected to benefit all individuals.

The strategy proposes expanding locality-based work to address specific needs in different areas. This approach aims to prevent and relieve homelessness more effectively across the borough. Housing and homelessness are key determinants of health and wellbeing, and the strategy's proactive approach is expected to reduce the impact of homelessness on physical and mental health.

The strategy supports economically inactive individuals, those on low incomes, and those in poverty, who are at the greatest risk of homelessness. New initiatives will be established to support these cohorts, preventing and relieving homelessness.

Overall, the strategy aims to create a more effective and inclusive approach to addressing homelessness, focusing on collaboration, targeted interventions, and comprehensive support for vulnerable populations.

5. Sign off

5.1. This Community Equality Impact Assessment must be authorised by the relevant Project Sponsor, Head of Service, or Assistant Director. This should not be the CEIA Lead Officer. Officers authorising this assessment are responsible for:

- the accuracy of the information
- making sure actions are undertaken

Name	Role	Date
Christopher Wade	Head of Housing Solutions	Click or tap here to enter text.
Glyn Jones	Interim Senior Housing Lead	Click or tap here to enter text.
Gloria Ighodaro	Interim Chief Officer – Housing, Economic Development and Regeneration	Click or tap here to enter text.
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