

Equality and Rurality Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the ‘protected characteristics’ may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This form should be completed in conjunction with the guidance document available on the Intranet or by contacting the Corporate Support Team ext. 2607.

1. Persons responsible for this assessment:

Names: Caroline Clissold	
Date of assessment: 25 th November 2020	Telephone: 01594 812309 Email: caroline.clissold@publicagroup.uk

2. Name of the policy, service, strategy, procedure or function:

P3 Leasing Scheme
Is this a new or existing one? New

3. Briefly describe it aims and objectives

<p>In March 2020 the Government highlighted the particular risk of rough sleepers contracting Covid19 and given their health demographic, a high risk of suffering complications or even death, therefore announced the ‘Everyone In’ directive in March 2020. This directive asked all local authorities to make an offer of accommodation to anyone sleeping rough or at risk of rough sleeping.</p> <p>The Local Authorities in Gloucestershire have worked in partnership throughout the pandemic to find both emergency and longer term solutions for rough sleepers and those at risk of rough sleeping. A large number – around 200 individuals - were offer placements in emergency accommodation. Longer term accommodation was prioritised with housing providers or via the supported housing pathways for the higher and complex needs cohort, however for some of these individuals who have lower needs, finding accommodation in the private sector has been difficult as landlords in the private sector have been reluctant to take on tenants with a history of homelessness</p>
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The P3 Leasing scheme was proposed to offer landlords the assurance of a long term lease, guaranteed rent, and repairs where necessary. The landlords will also be guaranteed that the property will be returned to them in the same condition as was handed over at the end of the lease.

P3 have requested a contribution from each local authority in the county of £2,000 per property / £17,000 in total to secure 50 properties under this leasing scheme. The properties will be offered to the clients remaining in insecure accommodation, or who present as homeless over the duration of the 1 year contract / or until 50 properties have been secured.

Without this offer of accommodation, clients could either remain in insecure, emergency accommodation or return to rough sleeping or 'sofa surfing'.

4. Are there any external considerations? (e.g. Legislation/government directives)

Homelessness Reduction Act 2017
 The Governments 'Everyone In' (March 2020) and 'Protect' (October 2020) directives
 COVID19

5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	<input type="checkbox"/>	
Recent research findings including studies of deprivation	<input type="checkbox"/>	
Results of recent consultations and surveys	<input type="checkbox"/>	
Results of ethnic monitoring data and any equalities data	<input type="checkbox"/>	
Anecdotal information from groups and agencies within Gloucestershire	✓	Various Covid19 Cell's across the County were set up in March 2020 in response to the pandemic. The Covid 19 Rough Sleepers Cell and the Accommodation Cell in particular have been monitoring placements in emergency

		accommodation and have been tasked to find longer term housing solutions
Comparisons between similar functions / policies elsewhere	<input type="checkbox"/>	
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:	<input type="checkbox"/>	

6. Please specify how intend to gather evidence to fill any gaps identified above:

Weekly statistical data on known rough sleepers, those brought in under the 'Everyone In' initiatives and their journey's through the current pathways are being collated and fed back through the Covid19 Rough Sleepers Cell and Accommodation Cell. This information is also fed into the Strategic Housing Partnership attended by Publica's Chief Exec's representative.

7. Has any consultation been carried out?

No

If NO please outline any planned activities

None

8. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	<input type="checkbox"/>
LOW – Few members of the general public/staff will be affected by this proposal	<input checked="" type="checkbox"/>
MEDIUM – A large group of the general public/staff will be affected by this proposal	<input type="checkbox"/>
HIGH – The proposal will have an impact upon the whole community/all staff	<input type="checkbox"/>

Comments: e.g. Who will this specifically impact?

Around 8 clients currently in emergency accommodation with no immediate exit plan into long term accommodation.

The Cotswold district also has around 5 known rough sleepers, 2 of which may be suitable for this scheme

9. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

Negative – it could disadvantage and therefore potentially not meet the General Equality duty;

Positive – it could benefit and help meet the General Equality duty;

Neutral – neither positive nor negative impact / Not sure

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People			✓	Clients affected are in the over 25's category	
Age – Old People			✓	There are no clients over 60 in the affected cohort	
Disability		✓		Some clients may have long term physical or mental health issues	The P3 leasing scheme will provide client focused support and client led accommodation options. Full assessments of need will be carried out prior to sourcing or offering accommodation
Sex – Male		✓		Single males make up 90% of the effective cohort	The P3 leasing scheme will provide client focused support and client led accommodation options. Full assessments of need will be carried out prior to sourcing or offering accommodation
Sex – Female		✓		Of the 10% Domestic abuse is a large feature of homelessness	Targets support from the county's domestic abuse provider and client focused accommodation provision will be provided in addition to the P3 Leasing Scheme offer

Race including Gypsy and Travellers			✓		
Religion or Belief			✓		
Sexual Orientation			✓		
Gender Reassignment			✓		
Pregnancy and maternity			✓	Families or pregnant females are not included in this scheme as other housing options exist	
Geographical impacts on one area		✓		Cirencester Town centre has long been the focus of rough sleeping.	Of the current cohort, the P3 Leasing Scheme may benefit some in this group, or free up accommodation elsewhere in the supported accommodation pathway that then may meet their needs
Other Groups			✓		
Rural considerations: ie Access to services; leisure facilities, transport; education; employment; broadband.			✓		

10. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale
Cabinet to consider the proposal	Caroline Clissold	Housing	2 nd December 2020
Chief Executive to sign legal agreement if Cabinet approval given	Christine Gore		2 nd December
Housing team to send client referrals to P3	Lindsay Chapman	Housing	Ongoing
P3 to assess clients' needs and identify properties	P3		Ongoing

11. Is there is anything else that you wish to add?

N/A

Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

Completed By:	Caroline Clissold	Role:	Housing Manager	Date:	25/11/2020
Line Managers signature:	Jon Dearing			Date:	25/11/2020
Reviewed by Corporate Equality Officer Group:				Date:	

Please forward an electronic copy to the Corporate Support Team – corporatesupport@fdean.gov.uk.