



Brief description of the policy, service or function covered by the EIA

Housing Solutions and Support is responsible for statutory service delivery to vulnerable citizens. This includes – people who sleep rough, single homeless and families, including temporary accommodation (TA) and move-on. A redesign of HSS (2019-22) invested in capacity to effectively respond to the persistent increases in homelessness presentation demand. The previous model was placing a financial strain on the General Fund which resulted in overspends in TA in previous years. Since the mobilisation of the new Target Operating Model (TOM), there have been considerable environmental changes that has result



	<p>people experiencing homelessness report much poorer health than the general population. A recent national audit found that 41% of homeless people reported a long-term physical health problem and 45% had a diagnosed mental health problem, compared with 28% and 25% respectively in the general population. Source: 22.7 HEALTH AND HOMELESSNESS_v08_WEB_0.PDF (local.gov.uk) Homeless_Health_Needs_Audit_Report.pdf (kxcdn.com) In Birmingham 28% of all homeless cases present with additional support needs. The most common reasons for support needs are: • Access to education, employment and training • Domestic Abuse • Mental Health Data Source-Power BI At present the average length of stay for a household in temporary accommodation is 73 weeks and there are circa 4997 households. The average length of stay for a household in B&B is 21 weeks and there are circa seven hundred households.</p>
<p>Equality Assessment is in support of...</p>	<p>["Amended service"]</p>



[Redacted]





Please describe the impact to the disability characteristic

All citizens regardless can access the service and assistance will be given to all in accordance with legislative requirements.

Our data reveals that while 20.92% of service users who presented as homeless and then went onto complete a homeless assessment disclosed, they have a disability, 41.74% did not disclose this information. Similarly, 9.03% of households in Temporary Accommodation disclosed disabilities, 47.22% of households did not disclose any disabilities. Whilst our figures are low, national research on the impact of homelessness on this demographic indicates that households with disabilities are disproportionately affected by homelessness. There is also a recognized issue concerning undisclosed disabilities.

The number of people qualifying for homelessness support in England because of a disability rose by 73% from 2018-2021. Between 2018 to 2022 in England, households accepted as homeless by reason of physical ill health or disability increased by 73%. The poverty rate for people with disabilities is 32%, 12% higher than poverty rates in the general population.

The service is accessible by phone, in person, via our website and considerations with regards to accessibility, such as hearing loops, immersive readers, ramps, are already in place. However, service users with disabilities who approach us for advice and assistance on the day they become homeless may experience longer wait times before they are attended to. Similarly, those who have received advance notice of their impending homelessness, such as an eviction notice from their landlord, may also face extended wait times for pre-booked appointments. Depending on the nature of the disability, these individuals



	<p>medical appointments, potentially incurring additional costs if they rely on public transport. Certain disabilities, such as mental health conditions, could be exacerbated, potentially having a detrimental impact on their health and wellbeing if they are unable to attend appointments.</p> <p>There is also a general impact that all characteristics will experience; in that it will take longer to resolve their homelessness.</p> <p>Households are generally placed in B&B accommodation and then moved into more suitable TA. The transfer from B&B into more suitable TA will take longer</p> <p>The reduced capacity will make it challenging to maintain the current level of support and assistance to households. This includes helping them find and move into secure accommodation and ensuring they possess the necessary skills to sustain their tenancies and break the cycle of repeat homelessness. There's a risk that citizens may accrue arrears or debt due to the reduced capacity to address rent issues promptly.</p>
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How will you mitigate against any negative impact to the disability characteristic?

The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.

Where service users are placed in temporary accommodation the service will continue to deliver our statutory duty around suitability of temporary accommodation (TA) and support households with disabilities within TA. In accordance with legislation, households with disabilities receive greater priority need on the housing register.

We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost, improve standards, and limit the use of temporary accommodation outside city limits. Furthermore, we aspire to source more accessible accommodation through this procurement."

The service will also continue to build on existing partnership working arrangements with the Children's Trust, Adult Social Care, Early Intervention and Prevention service, Public Health, and other relevant partners to mitigate impact. Our dedicated housing solution for young people 18-25 will continue as will our tailored domestic abuse offer.

Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help;

- a) reduce the number of households in B&B,
- b) reduce the time spent by households in B&B
- c) increase the quality of temporary accommodation.

The service will also continue to reduce the use of B&B and improve standards through existing workstreams

The ongoing work of the Accommodation Finding Team will continue to provide households with access to accommodation via the private rented sector



What sexes will be impacted by this proposal?

["Male", "Female", "Non-binary"]



Please describe the impact to the sex characteristic

All citizens regardless can access the service and assistance will be given to all in accordance with legislative requirements. There is an impact on all genders, but national research tells that there is a greater impact on females who are adversely and disproportionately affected by homelessness in comparison to males.

Shelter England's report (Dec 2021) shows that 60





Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	Yes
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How will you mitigate against any negative impact to the gender reassignment characteristic?

Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help.

- a) reduce the number of households in B&B,
- b) reduce the time spent by households in B&B
- c) increase the quality of temporary accommodation.

The service will also continue to reduce the use of B&B and improve standards through existing workstreams.

The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.

For service users that are placed in temporary accommodation the service will continue to consider any vulnerabilities or needs of service users when assigning them temporary accommodation. We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost and improve standards and limit the use of temporary accommodation outside city limits.

The service will also continue to build on existing partnership working arrangements with the Childrens Trust, Adult Social Care, Early Intervention and Prevention service, Public Health, and other relevant partners to mitigate impact. We will also continue ensure that any commissioning is inclusive and that our workforce continue to receive regular training around inclusivity and unconscious bias.

The service will also continue to reduce the use of B&B and improve standards through existing workstreams.

The ongoing work of the Accommodation Finding Team will continue to provide households with access to accommodation via the private rented sector.

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?

Yes



<p>What legal marital or registered civil partnership status will be impacted by this proposal?</p>	<p>["Single", "Never married and never registered a civil partnership", "Married: Same sex", "Married: Opposite sex", "In a registered civil partnership: Opposite sex", "In a registered civil partnership: Same sex", "Separated, but still married", "Separated, but still in a registered civil partnership", "Divorced", "Formerly in a civil partnership now legally dissolved", "Widowed", "Surviving partner from civil partnership"]</p>
<p>Please describe the impact to the marriage and civil partnership characteristic</p>	<p>All citizens regardless can access the service and assistance will be given to all in accordance with legislative requirements.</p> <p>Whilst we do not gather data on this characteristic, service users accessing the service could fall under any of the legal marital or registered civil partnership statuses available for selection in the box above and therefore could be impacted.</p> <p>The service will continue to improve the way this data is collected and review its impact.</p> <p>As with all the other characteristics they will find that when they approach us for advice and assistance on the day, they become homeless may experience longer wait times before they are attended to. Similarly, those who have received advance notice of their impending homelessness, such as an eviction notice from their landlord, may also face extended wait times for pre-booked appointments. Consequently, this could limit the time our service has to prevent their homelessness.</p> <p>Households are generally placed in B&B accommodation and then moved into more suitable TA. The transfer from B&B into more suitable TA will take longer</p> <p>The reduced capacity will make it challenging to maintain the current level of support and assistance to households. This includes helping them find and move into secure accommodation and ensuring they possess the necessary skills to sustain their tenancies and break the cycle of repeat homelessness. There's a risk that citizens may accrue arrears or debt due to the reduced capacity to address rent issues promptly.</p>



How will you mitigate against any negative impact to the marriage and civil partnership characteristic?

The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait





Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe", "Black African"]



Please describe the impact to the ethnicity and race characteristic

All citizens regardless of ethnicity and race can access the service and assistance will be given to all in accordance with legislative requirements.

Our data tells us that the majority of service users that present and homeless and complete a homeless assessment are White British 23.13%, Black African 11.24%, Asian Or Asian British Pakistani 10.71%, and for households residing in temporary accommodation, Black







What religions could be impacted by this proposal?

Please describe the impact to the religion or beliefs characteristic

["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]

All citizens regardless can access the service and assistance will be given to all in accordance with legislative requirements.

While we do not collect data on this characteristic, service users of various religions or beliefs may access our service and could potentially be impacted

The service will continue to improve the way this data is collected and review its impact.

As with all the other characteristics they will find that when they approach us for advice and assistance on the day, they become homeless may experience longer wait times before they are attended to. Similarly, those who have received advance notice of their impending homelessness, such as an eviction notice from their landlord, may also face extended wait times for pre-booked appointments. Consequently, this could limit the time our service has to prevent their homelessness.

Households are generally placed in B&B accommodation and then moved into more suitable TA. The transfer from B&B into more suitable TA will take longer

The reduced capacity will make it challenging to maintain the current level of support



How will you mitigate against any negative impact to the religion or beliefs characteristic?

Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help;

- a) reduce the number of households in B&B,
- b) reduce the time spent by households in B&B
- c) increase the quality of temporary accommodation.

The service will also continue to reduce the use of B&B and improve standards through existing workstreams.

The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.

For service users that are placed in temporary accommodation the service will continue to consider any vulnerabilities or needs of service users when assigning them temporary accommodation. We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost and improve standards and limit the use of temporary accommodation outside city limits.

The service will also continue to build on existing partnership working arrangements with the Childrens Trust, Adult Social Care, Early Intervention and Prevention service, Public Health, and other relevant partners to mitigate impact. We will also continue ensure that any commissioning is inclusive and that our workforce continue to receive regular training around inclusivity and unconscious bias.

The service will also continue to reduce the use of B&B and improve standards through existing workstreams.

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	Yes
What sexual orientations may be impacted by this proposal?	["All other sexual orientations", "Queer", "Asexual", "Pansexual", "Bisexual", "Gay or lesbian", "Straight or heterosexual"]



How will you mitigate against any negative impact to the sexual orientation characteristic?

Some existing temporary capacity will continue as part of the TA Strategy resource investment; some additional capacity will also be secured through this investment during 24/25 to help;

- a) reduce the number of households in B&B,
- b) reduce the time spent by households in B&B
- c) increase the quality of temporary accommodation.

The service will also continue to reduce the use of B&B and improve standards through existing workstreams.

The service will continue to triage and assess urgent need for service users who approach us on the day and offer pre-booked appointments where appropriate to minimise wait times.

For service users that are placed in temporary accommodation the service will continue to consider any vulnerabilities or needs of service users when assigning them temporary accommodation. We will also commence the use of Regulation 10 to contract emergency TA. This will allow us to source and procure TA at cost and improve standards and limit the use of temporary accommodation outside city limits.

The service will also continue to build on existing partnership working arrangements with the Childrens Trust, Adult Social Care, Early Intervention and Prevention service, Public Health

