

## Why do an Equalities Impact Assessment (EqIA)?

1. Equalities Impact Assessment (EqIA) is part of Oxford City Council's **Public Sector Equality Duty (PSED) (Equality Act 2010)**.

The General PSED enables Oxford City Council to:

- a. **identify and remove discrimination,**
  - b. **identify ways to advance equality of opportunity,**
  - c. **foster good relations.**
2. **An EqIA must be done before making any decision(s)** that may have an impact on people and/or services that people use and depend on.
  3. An **EqIA form is one of many tools** that can simplify and structure your equalities assessment.
  4. We are passionate about equalities, and we highly recommend that **Corporate Management Team (CMT) reports and all projects must attach an EqIA.**

## A good EqIA has the following attributes:

1. **Comprehensively considers the 9 protected characteristics.**

1. Age	6. Race & Ethnicity
2. Disability	7. Religion or Belief
3. Gender Reassignment	8. Sex
4. Marriage & Civil Partnership	9. Sexual Orientation
5. Pregnancy & Maternity	<b>NEW- Socio-economic inequalities (voluntary adoption)</b>

2. It has **considered equality of treatment** towards service users, residents, employees, partners, council suppliers & contractors, and Council Members
3. Sufficiently considered **potential and real impact** of proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members.
4. **Systematically recorded and reported** any potential and real impact of your proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members
5. **Collected, recorded, & reported sufficient information and data** on how your policy or proposal will have an impact.
6. Offers **mitigations or adjustments** if a PSED has been impacted.
7. Provides clear **justifications** for your decisions.
8. It is written in **plain English** with simple short sentence structures.

## Section 1: General overview of the activity under consideration

1.	<b>Name of activity being assessed.</b>	Temporary Accommodation Mitigations 2026	2.	<b>The implementation date of the activity under consideration:</b>	From now.
3.	<b>Directorate/Department(s):</b>	Housing Services	4.	<b>Service Area(s):</b>	Housing Needs
5.	<b>Who is (are) the assessment lead(s):</b> <b>Please provide:</b> -Name -Email address	Richard Wood, rwood@oxford.gov.uk	6.	<b>Contact details, in case there are queries:</b> <b>Please provide:</b> -Name -Email address	Richard Wood, rwood@oxford.gov.uk
7.	<b>Is this a new or ongoing EqlA?</b>	New	8.	If this is an extension of a previous EqlA, please indicate where the previous EqlA is located and share the link to the said EqlA.	N/A
9.	<b>Date this EqlA started:</b>	Jan 2026			
10.	<b>Will this EqlA be attached to Cabinet reports/updates, which will be published online?</b>	Yes	11.	<b>Give a date (tentative or otherwise) when this assessment will be taken to Cabinet.</b>	March 2026

**Section 2: About the activity, change, or policy that is being assessed.**

<p><b>12.</b></p>	<p><b>Type of activity being considered:</b></p> <p>Check the most appropriate.</p>				
				<p>Others. Please specify: Policy implementation</p>	
<p><b>13.</b></p>	<p><b>Which priority area(s) <u>within Oxford City Council's Corporate strategy (2024-2028)</u> does this activity fulfil?</b></p> <p>Please check as needed.</p>	<p>Good, affordable homes</p>		<p>Thriving Communities</p>	<p>Well run council</p>
<p><b>14.</b></p>	<p><b>Which priority area(s) within <u>Oxford City Council's Equality, Diversity &amp; Inclusion Strategy (2022)</u> does this activity fulfil?</b></p> <p>Please check as needed.</p>	<p>Responsive services and customer care.</p>		<p>Leadership &amp; organisational commitment.</p>	<p>Understanding and working with our communities.</p>
<p><b>15.</b></p>	<p><b>Outline the aims, objectives, &amp; priorities of the activity being considered.</b></p>	<p>Maximise the provision of good quality temporary accommodation for homeless clients, decrease hotel and B&amp;B placements. Increase ability of homeless clients to access support and advice face to face.</p>			
<p><b>16.</b></p>	<p><b>Please outline the consequences of not implementing this activity. For example,</b></p>	<ul style="list-style-type: none"> <li>• Risk of legal challenge and reputational damage</li> <li>• Failure to meet statutory housing duties</li> </ul>			

<p>-Existing activity does not fulfill Corporate Objectives, -existing activity is discriminatory and not fulfilling Council's PSED, ... to name a few.</p>	<ul style="list-style-type: none"> <li>Increasing spend on B&amp;B and hotel accomedation</li> </ul>
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**Section 3: Understanding service users, residents, staff and any other impacted parties.**

<p><b>17. Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups?</b></p> <p><b>Please provide details—</b> -when, -how many, and -the approach taken.</p>	<p>Not for this project, but aligned to Housing, Homelessness and RS Strategy, which went through public consultation.</p> 
<p><b>18. List information and data used to understand who your residents or staff are and how they will be impacted.</b></p> <p><b>These could be-</b> -third-party research, -census data, -legislation, -articles, -reports, -briefs.</p>	<ul style="list-style-type: none"> <li>Homelessness Code of Guidance</li> <li>Oxford City Council homelessness data (2022–2025)</li> </ul> 
<p><b>19. If you have not done any consultations or collected data &amp; information, are you planning to do so in the future?</b></p>	<p>Ongoing service user feedback and quarterly monitoring</p>

**Please list the details –**  
 -when,  
 -with whom, and  
 -how long will you collect the relevant data.

## Section 4: Impact analysis.

<b>20.</b>  <b>Who does the activity impact?</b>  <b>Check as needed.</b>  The impact may be positive, negative or unknown.	<b>Service Users</b>	Yes		
	<b>Members of staff</b>	Yes		
	<b>General public</b>	Yes		
	<b>Partner / Community Organisation</b>	Yes		
	<b>City Councillors</b>	Yes		
	<b>Council suppliers and contractors</b>	Yes		



21.		Does the activity impact positively or negatively on any protected characteristics as stated within Equality (Act 2010)?				
Protected Characteristic	Positive	Negative	Neutral	Don't know	Data/information/evidence supporting your assessment	Analysis & insight Mitigations
Age	Y				<p>As of 23/07/2025, there were <b>69</b> homeless applicants <b>aged 16-24</b> in temporary accommodation. This does not include dependent children within the households of adult homeless applicants.</p> <p>As of 23/07/2025, there were <b>12 care leavers aged 18-20</b> and <b>3 care leavers aged 21-24</b> in temporary (self-contained and bed and breakfast) accommodation.</p> <p>As of 23/07/2025, there were <b>10</b> homeless applicants <b>aged 60 or over</b> in temporary (self-contained and bed and breakfast) accommodation.</p>	<p>Efforts to maximise self-contained and shared temporary accommodation provision, and decrease hotel and B&amp;B use will improve the accommodation offer for homeless clients. All provision we have cooking facilities, unlike hotel rooms. Therefore, this is an improved offer, including for younger and older people in TA.</p> <p>As a general principle, applicants must be aged 18 or older to make an application for homelessness assistance. Homeless individuals aged 17 or less should be</p>

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supported and, if necessary, accommodated by Statutory Children's Services.

Young people aged 18–20 will be assessed in partnership with the Young People's Pathway and Statutory Children's Services.

While temporary accommodation is not age-restricted, applicants over 65 will be assessed for more suitable housing options, such as sheltered or extra care housing.

Where temporary accommodation is used, a clear move-on plan will be developed in partnership with Adult Social Care and other relevant agencies.

As of 23/07/2025, there were **61** homeless

Efforts to maximise self-contained and

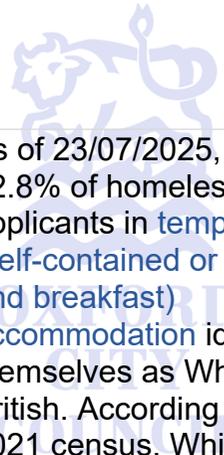
**Disability**

Y

<p>(Visible and invisible)</p>				<p>www.oxford.gov.uk</p>	<p>applicants with a <b>physical disability</b>, <b>115</b> applicants with disclosed <b>mental health problems</b>, and <b>13</b> applicants with a <b>learning disability</b>, in temporary (self-contained and bed and breakfast) accommodation.</p> 	<p>shared temporary accommodation provision, and decrease hotel and B&amp;B use will improve the accommodation offer for homeless clients. All provision we have cooking facilities, unlike hotel rooms.</p> <p>People with physical and mental health disabilities and needs can struggle with longer stays in hotel and B&amp;B, despite the fact we do take consideration of these needs into account with any placement and source adapted rooms when needed. Therefore minimising hotel and B&amp;B use for this client group will be a positive change.</p>
<p><b>Gender re-assignment</b></p>	<p>Y</p>					<p>Efforts to maximise self-contained and shared temporary accommodation provision, and decrease hotel and</p>

						B&B use will improve the accommodation offer for homeless clients. All provision we have cooking facilities, unlike hotel rooms. Therefore, this is an improved offer, including for clients who have had their gender reassigned.
<b>Marriage &amp; Civil Partnership</b>			Y			No identified impact
<b>○ Race, Ethnicity and/or Citizenship</b>	Y				As of 23/07/2025, only 32.8% of homeless applicants in temporary (self-contained or bed and breakfast) accommodation identified themselves as White British. According to the 2021 census, White British people make up 74.4% of the population of England and Wales. This indicates people from ethnic minority backgrounds are disproportionately represented in the homeless population of Oxford.	<p>Efforts to maximise self-contained and shared temporary accommodation provision, and decrease hotel and B&amp;B use will improve the accommodation offer for homeless clients. All provision we have cooking facilities, unlike hotel rooms. Therefore, this is an improved offer.</p> <p>People from ethnic minority backgrounds are disproportionality represented in the</p>

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					<p>number of people placed into temporary accommodation compared to the overall population, and therefore by investing in better temporary accommodation they will benefit from this.</p>
<p>62</p> <p><b>Pregnancy &amp; Maternity</b></p>	<p>Y</p>			<p><a href="http://www.oxford.gov.uk">www.oxford.gov.uk</a></p> 	<p>As of 23/07/2025, there were <b>7 pregnant women</b> in in temporary (self-contained or bed and breakfast) accommodation.</p> <p>Efforts to maximise self-contained and shared temporary accommodation provision, and decrease hotel and B&amp;B use will improve the accommodation offer for homeless clients. All provision we have cooking facilities, unlike hotel rooms. Therefore, this is an improved offer.</p> <p>Pregnant women can be disproportionately impacted by homelessness, and therefore increases in the councils provision of good temporary accommodation will benefit pregnant women.</p>

<p><b>Religion or Belief</b></p>			<p>Y</p>		<p>No specific impact identified</p>
<p><b>Sex</b></p>	<p>Y</p>			<p>As of 23/07/2025, <b>166</b> homeless applicants identified as <b>female</b> in <b>temporary accommodation</b>. <b>45</b> applicants had been made homeless as a result of <b>domestic abuse</b>: although it is not possible to disaggregate this figure by gender, it is recognised that domestic abuse disproportionately impacts women and girls.</p>	<p>Efforts to maximise self-contained and shared temporary accommodation provision, and decrease hotel and B&amp;B use will improve the accommodation offer for homeless clients. All provision we have cooking facilities, unlike hotel rooms. Therefore, this is an improved offer.</p> <p>A significant number of clients the Council supports are women, and many were made homeless due to DA, so increasing our provision of good TA accommodation, and decreasing use of hotels and B&amp;B will</p>

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**Sexual Orientation**

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positively impact this group.

Oxford City Council recognises that women experiencing homelessness may face distinct risks and vulnerabilities, including domestic abuse, sexual exploitation, and trauma.

Where possible, women will be placed in women-only or women-preferred accommodation.

National reporting indicates that lesbian, gay and bisexual people are disproportionality impacted by homelessness.

Therefore an improved offer for temporary accommodation is likely to benefit this group of people.

<p><b>Socio-economic inequalities such as:</b></p> <ul style="list-style-type: none"> <li>- income and factors that impact income.</li> <li>-access to jobs</li> </ul> <p>This was voluntarily adopted by <a href="#">Oxford City Council on the 13<sup>th</sup> of March 2024.</a></p>	Y			<a href="http://www.oxford.gov.uk">www.oxford.gov.uk</a>	<p>As of 23/07/2025, <b>209</b> homeless applicants in <a href="#">temporary (self-contained or bed and breakfast) accommodation</a> were in receipt of <b>Universal Credit. 71 applicants were in work</b> (full time, part time, or on paid parental leave). The majority of homeless applicants have a sufficiently low income as to qualify for welfare benefits, indicating socio-economic inequalities within the homeless population in Oxford.</p>	<p>Efforts to maximise self-contained and shared temporary accommodation provision, and decrease hotel and B&amp;B use will improve the accommodation offer for homeless clients. All provision we have cooking facilities, unlike hotel rooms. Therefore, this is an improved offer, including for those on lower incomes and those who are unemployed.</p>
<p><b>Other (voluntary consideration)</b></p> <p><b>For example:</b></p> <p>Migrant, refugee, or asylum seekers.</p>	Y				<p>As of 23/07/2025, <b>13 former asylum seekers</b> (i.e., those with refugee status) were in <a href="#">temporary (self-contained or bed and breakfast) accommodation</a>.</p> <p>There were <b>12 care leavers aged 18-20</b> and <b>3 care leavers aged 21-24</b> in temporary (self-contained and bed and breakfast) accommodation.</p>	<p>Efforts to maximise self-contained and shared temporary accommodation provision, and decrease hotel and B&amp;B use will improve the accommodation offer for homeless clients. All provision we have cooking facilities, unlike hotel rooms. Therefore, this is an improved offer, including for those with</p>

					<p><b>30 homeless applicants in temporary (self-contained or bed and breakfast) accommodation had a history of criminal offending.</b></p>	<p>characteristics that make them more likely to be homeless.</p>
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**Section 5: Conclusion(s) of your Full Impact Assessment**

<b>22.</b>	<b>Conclusions.</b>					
				<p>Having considered equality of treatment towards service users, residents, employees, partners, council suppliers and contractors, and Council Members, and considered any</p>	<input checked="" type="checkbox"/>	<p>No major change(s) or adjustments</p>

			<p>potential and real impact of the introduction of this work to maximise the Council's temporary accommodation stock upon these stakeholders, it is concluded that no protected characteristic or PSED will be impacted negatively by this work.</p> <p>It is anticipated that the protected characteristics of Age, Disability, Race, Ethnicity and/or Citizenship, Gender Reassignment, Sexual Orientation, Pregnancy and Maternity, and Sex will be positively impacted by improved accommodation to place people in to. Individuals experiencing socio-economic inequalities will also be positively impacted and the provision supports vulnerable groups experiencing homelessness, including refugees, care leavers, and prison leavers.</p>	<p>and continue with activity but continue to monitor.</p>		
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<p><b>23.</b></p>	<p><b>Please explain how you have reached your conclusions above.</b></p>	<p>Having considered the protected characteristics as defined in the Equality Act (2010), it is concluded that the project to deliver more self-contained and shared temporary accommodation in Oxford, aiding efforts to reduce use of hotel and B&amp;B accommodation, will have a net positive impact because improves access to housing for vulnerable groups, ensures a better housing offer than a hotel room, for example</p>
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with kitchen facilities, and ensures legal compliance. Vulnerable groups, including those with protected characteristics, are disproportionately impacted by homelessness and therefore will benefit from this investment, they will also benefit from the expanded provision for face-to-face services for support and assessment. No protected characteristic will be directly negatively impacted by the introduction of the Policy and so mitigations in this respect are not required, but monitoring will be ongoing to ensure that negative impacts do not arise during this work.

## Section 6: Monitoring and review plan.

The responsibility for maintaining a monitoring arrangement of the EqlA action plan lies with the service/team completing the EqlA. These arrangements must be built into the performance management framework such as KPIs or Risk Registers.

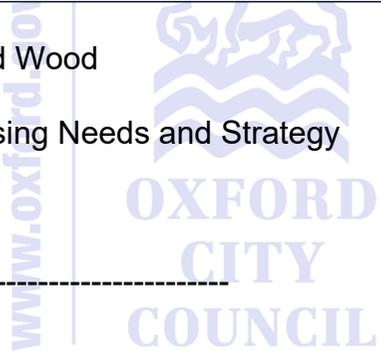
<p>24.</p>	<p>Who or which team or service area will be responsible for monitoring equalities impact?</p> <p><b>For example-</b></p> <ul style="list-style-type: none"> <li>- team,</li> <li>-directorate,</li> <li>-service area,</li> <li>-Equalities Steering Group,etc.</li> </ul>	<p>Housing Needs Team, Housing Services</p>
<p>25.</p>	<p>Who (individual, team, or service area) will be responsible for carrying out the EqlA review?</p>	<p>Housing Needs and Strategy Manager</p>

<p><b>26.</b> How often will the equality impact be reviewed for this activity?  <b>For example-</b>          -quarterly,          -yearly, etc.</p>	<p>EIA impacted will be considered throughout project, for example with the forms of accommodation purchased.</p>	<p><b>27.</b> Date when the EqIA will be reviewed again.</p>	<p>Aligned with the next scheduled policy review or earlier if amendments are made.</p>
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## Section 7: Sign-off

 Name: Nerys Parry  
 Job Title: Director of Housing Services  
 Signature:  
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Name: Richard Wood  
 Job Title: Housing Needs and Strategy Manager  
 Signature:  
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