

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.

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	NEW- Socio-economic inequalities (voluntary adoption)
	NEW- Sanctuary seeking status leading to intersecting inequalities (voluntary adoption)

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.	Name of activity being assessed.	New contract and specification in place for a high support service for accommodation for single homeless individuals.	2.	The implementation date of the activity under consideration:	
3.	Directorate/Department(s):	People and Communities	4.	Service Area(s):	Housing Services
5.	Who is (are) the assessment lead(s): Please provide: -Name -Email address	Francesca Barr, fbarr@oxford.gov.uk	6.	Contact details, in case there are queries: Please provide: -Name -Email address	Francesca Barr, fbarr@oxford.gov.uk
7.	Is this a new or ongoing EqlA?	Previous EqlA completed in September 2024. ☐	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.	Equality Impact Assessment MH 2027 DRAFT.docx
9.	Date this EqlA started:	13.05.26			
10.	Will this EqlA be attached to Corporate Management Team (CMT) reports/updates, which will be published online?	No	11.	Give a date (tentative or otherwise) when this assessment will be taken to the CMT.	

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

12.	Type of activity being considered: Check the most appropriate.	☐	☐ Decommissioning	☐ Commissioning x	☐	
		☐	☐ Others. Please specify:			
13.	Which priority area(s) <u>within Oxford City Council's Corporate strategy (2024-2028)</u> does this activity fulfil? Please check as needed.	☐ Good, affordable homes x	☐ Strong, fair economy x	☐ Thriving Communities x	☐ Zero Carbon Oxford	☐ Well run council
14.	Which priority area(s) within <u>Oxford City Council's Equality, Diversity & Inclusion Strategy (2022)</u> does this activity fulfil? Please check as needed.	☐ Responsive services and customer care.	☐ Diverse and engaged workforce.	☐ Leadership & organisational commitment.	☐ Understanding and working with our communities. x	
15.	Outline the aims, objectives, & priorities of the activity being considered.	<u>Aims:</u> Continue to deliver supported accommodation provision for single adult households who are homeless/rough sleeping or at risk of becoming homeless. <u>Objectives:</u>				

	Work with incumbent support provider at current provision, legal and procurement teams to ensure a good service is in place. <u>Priorities:</u> Ensure that there is a good service in place that is delivered in line with the key priorities in Oxfordshire's Homelessness and Rough Sleeping Strategy and the City Council's Housing, Homelessness and Rough Sleeping Strategy.
16. Please outline the consequences of not implementing this activity. For example, -Existing activity does not fulfill Corporate Objectives, -existing activity is discriminatory and not fulfilling Council's PSED, ... to name a few.	If we did not continue to fund a 24/7 supported accommodation project like the current provision, it would mean that 37 bed spaces in supported accommodation would no longer be provided. There is established great need for this type of accommodation provision, as the current provision is sees many referrals and has one of the longest waiting lists. If a service like this was not available, this would mean increased pressure on temporary accommodation and other supported accommodation, which may not be suitable to meet the needs of individuals. This EqlA is primarily being undertaken in relation to the launching of the re-procurement of the 24/7 supported accommodation service. Should there be significant changes to the service provision following the re-procurement process a comprehensive EqlA would be carried to assess the full impact of those changes and mitigations.

Section 3: Understanding service users, residents, staff and any other impacted parties.

17. Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups? Please provide details— -when, -how many, and -the approach taken.	-Regular monitoring of all services commissioned by the City Council and those commissioned in partnership through the Oxfordshire Homelessness Alliance takes place. -Monitoring data and information is provided by all services. These take place quarterly and provides commissioners with a good understanding of how services operate, if they meet the need, provide good and quality services. -Access panel data and waiting list- there is a high percentage of those waiting for accommodation that need 24/7 provision. A supported accommodation review which took place in September 2024 suggested a continuous need for higher supported accommodation settings as well as specialist accommodation provision.
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18.	List information and data used to understand who your residents or staff are and how they will be impacted. These could be- -third-party research, -census data, -legislation, -articles, -reports, -briefs.	• Services monitoring information • Homeless Case Level Information Collection (HCLIC) • Ending Rough Sleeping Data Framework • Oxfordshire's Homelessness and Rough Sleeping Strategy 2021-26 • Annual rough sleeping numbers for city, including age, gender, • Oxford City Council's Housing, Homelessness and Rough Sleeping Strategy 2023-28 and accompanying homelessness review and evidence base Our evidence shows that there is great and in some instances unmet need for supported accommodation for persons who have high support needs, and those with multiple and complex needs, and therefore there is a need to prioritise the financial resources we have available to fund such accommodation provision. A large number of individuals experiencing rough sleeping in the city are long-term rough sleepers or those who have returned to rough sleeping, sometimes due to being evicted from the supported accommodation they were living in.
19.	If you have not done any consultations or collected data & information, are you planning to do so in the future? Please list the details – -when, -with whom, and -how long will you collect the relevant data.	Monitoring of services and all relevant data and trends takes place throughout the year in order to determine what kind of services are needed in Oxford. This information is used when we have to determine how funds available for services for single homeless persons and those experiencing rough sleeping will be used each financial year. Monitoring of services and collection of data will continue as is currently undertaken. We will work with services where possible and necessary to enhance and increase services users feedback. Data is collected throughout the year and will continue for the foreseeable future. We are also required to submit data to government of a monthly basis in relation to rough sleeping in the city. Monitoring of services will continue as long as services are commissioned. It is a requirement under the contracts/grant assistance agreements used that services provide monitoring on a quarterly basis, or more frequently if at the request of the commissioner. In addition, we continue to monitor the relevant actions in the strategy action plan that relates to single homelessness and rough sleeping in order to ensure that we and partners deliver and commission the support and services that are most needed in the city.

Section 4: Impact analysis.

20. Who does the activity impact? Check as needed. The impact may be positive, negative or unknown.	Service Users	Yes ☒	No	Don't Know ☐
	Members of staff	Yes ☒	No ☐	Don't Know ☐
	General public	Yes ☒	No ☐	Don't Know ☒
	Partner / Community Organisation	Yes ☒	No ☐	Don't Know ☐
	City Councillors	Yes ☐	No ☐	Don't Know ☒
	Council suppliers and contractors	Yes ☐	No	Don't Know ☒

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 3722	x	☐		☐	Homelessness review and Housing Homelessness and Rough Sleeping Strategy evidence base, as well as HCLIC data and locally held data in relation to rough sleeping and services for single homeless persons and those who are experiencing rough sleeping. The largest group of single homeless persons and those rough sleeping in the city are aged 35-44. This has been consistent in relation to those seen rough sleeping in the last 5+ years.	Anyone person who is in need of supported accommodation in the city, can be assessed and considered for relevant provision. Such assessment will depend on the need for support in general and will not take the age of the person in consideration as such. Persons under the age of 18 cannot access services however, as they are provided

					services by the County Council.
Disability (Visible and invisible)	x	☐	☐	☐ Homelessness review and Housing Homelessness and Rough Sleeping Strategy evidence base, as well as HCLIC data and locally held data in relation to rough sleeping and services for single Anyone person who is in need of supported accommodation in the city, can be assessed and considered for relevant provision. Such assessment will depend on the need for support in general. Where there is need for specialist support in relation to disability, homeless persons and those who are experiencing rough sleeping. A large proportion of single homeless people and those rough sleeping in the city have physical	Anyone person who is in need of supported accommodation in the city, can be assessed and considered for relevant provision. Such assessment will depend on the need for support in general. Where there is need for specialist support in relation to disability. a person might be referred to a more suited service, or services will work to provide the necessary support in partnership. The specification for the service will incorporate a

					health needs and/or a disability. Please also see below section in relation to 'other groups'.	requirement for sufficient ground floor/accessible rooms.
Gender re-assignment 3724		☐	x	☐	There is not sufficient data collected in respect of gender reassignment in relation to the single homeless and rough sleeping 'population' in Oxford at present. This is data that can be captured if persons are willing to share this, but not everyone feels able to do so.	Anyone person who is in need of supported accommodation in the city, can be assessed and considered for relevant provision. Such assessment will depend on the need for support in general. The specification for the service will allow for certain parts of the accommodation to be designated to provide for gender specific provision. The needs and increase/decrease in these arrangements

						can be reviewed and amended.
Marriage & Civil Partnership	☐	☐	x	☐	Due to the nature of the service and funding streams, commissioned services for single persons and those rough sleeping, have very few clients that are married or in civil partnerships access the services.	Anyone person who is in need of supported accommodation in the city, can be assessed and considered for relevant provision. Such assessment will depend on the need for support in general.
Race, Ethnicity and/or Citizenship	x	☐	☐	☐	The largest groups of single homeless persons and those rough sleeping in Oxford, where details are available, identify as white British, with EEA nationals the next largest group.	Anyone person who is in need of supported accommodation in the city, can be assessed and considered for relevant provision. Such assessment will depend on the need for support in general. The specification for the service will allow for certain parts of the accommodation to be set up to

					provide for certain individuals if needed. The needs and increase/decrease in these arrangements can be reviewed and amended.
3726 Pregnancy & Maternity	☐	☐	x	☐ Due to the nature of this the services commissioned by this funding stream (which are non-statutory), this group is not highly represented. Those who are pregnant or have children, would be supported by statutory services.	Anyone person who is in need of supported accommodation in the city, can be assessed and considered for relevant provision. Such assessment will depend on the need for support in general.
Religion or Belief	☐			☐ There is not sufficient data collected in respect of religion of belief in relation to the single homeless and rough sleeping 'population' in Oxford at present. This is data that can be captured if persons are willing to share	Anyone person who is in need of supported accommodation in the city, can be assessed and considered for relevant provision. Such assessment will

3727		www.oxford.gov.uk		this, but not everyone feels able to do so. 	depend on the need for support in general. The specification for the service will allow for certain parts of the accommodation to be designated to provide for certain individuals if needed. The needs and increase/decrease in these arrangements can be reviewed and amended.
Sex	x			☐ Homelessness review and Housing Homelessness and Rough Sleeping Strategy evidence base, as well as HCLIC data and	Anyone person who is in need of supported accommodation in the city, can be assessed and considered for relevant provision. Such

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Sexual Orientation

x



locally held data in relation to rough sleeping and services for single homeless persons and those who are experiencing rough sleeping. The gender breakdown for those seen rough sleeping in the city has consistently been just over 80% male over the last 7 years.

The gender breakdown for those accessing supported accommodation in the city roughly reflects this percentage, but has seen an increase in women accessing provision due in part to the commissioning of women only accommodation.

assessment will depend on the need for support in general.

The specification for the service will allow for certain parts of the accommodation to be designated to provide for specific gender provision. The needs and increase/decrease in these arrangements can be reviewed and amended.

There is not sufficient data collected in respect of sexual orientation in relation to the single homeless and rough sleeping 'population' in Oxford at present.

Anyone person who is in need of supported accommodation in the city, can be assessed and considered for

This is data that can be captured if persons are willing to share this, but not everyone feels able to do so.

relevant provision. Such assessment will depend on the need for support in general.

The specification for the service will allow for certain parts of the accommodation to be designated to provide for certain individuals if needed. The needs and increase/decrease in these arrangements can be reviewed and amended.

Socio-economic inequalities such as: - income and factors that impact income. -access to jobs This was voluntarily adopted by Oxford City Council on the 13th of March 2024.		☐		☐ Many single individuals who are experiencing homelessness and rough sleeping will require support to access to education, training and employment opportunities. Barriers to accessing support to gain experience in these areas include as language and digital exclusion.	Potential for recruitment of staff team for supported accommodation provision for those with lived experience of homelessness. Contract stipulations for this provision around ensuring equality, diversity and inclusion within organisation and staff team. Individuals accessing the service will be supported to find education, training and employment opportunities as part of the support provision to recover from homelessness.
Other (voluntary consideration)	x ☐	☐		☐ Many individuals who are seeking asylum or are a refugee may need supported accommodation	Anyone person who is in need of supported accommodation

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Sanctuary seeking status leading to intersecting inequalities experienced by For example: asylum seeker, refugee, person with insecure immigration status <u>Oxford City Council became a local authority of sanctuary in December 2024, thereby committing to learn from our experiences, embed inclusive practices and share efforts to create a culture of welcome and safety for all.</u>		www.oxford.gov.uk		provision to meet their individual needs.	in the city, including those who are asylum seekers, refugees etc. (if they have recourse to public funds) can be assessed and considered for relevant provision. Such assessment will depend on the need for support in general. There is alternative provision in the City who are able to house those with no recourse to public funds.
Other For example: - Unpaid carers - Prison population - Homeless population -Council suppliers & contractors -Cabinet Members		☐	☐	Homeless population - in respect of the relevant 'homeless population' here, i.e. single persons who have a history of rough sleeping, may be at risk or homelessness/rough sleeping, or those experiencing rough	Anyone person who is in need of supported accommodation in the city, can be assessed and considered for relevant provision. Such assessment will

sleeping, there is evidence that a large number of people have a range of support needs, often multiple support needs that makes them particularly vulnerable. This includes, history of mental health problems, physical ill health and disability, at risk of or have experienced domestic abuse, offending history, drug and/or alcohol dependency, care leavers, access to education training and education.

This service is only available to individuals that have experienced multiple period of homelessness and rough sleeping.

depend on the need for support in general.

Section 5: Conclusion(s) of your Full Impact Assessment

22.	Conclusions.								
	☐	Stop and reconsider the activity.	☐		Adjust activity before beginning the activity and continue to monitor.	☒	No major change(s) or adjustments and continue with activity but continue to monitor.	☐	No major change(s) or adjustments and continue with the activity. No need to monitor in the future.
23.	Please explain how you have reached your conclusions above.		Benefits of Implementation: As discussed above, there is great and in some instances unmet need for supported accommodation for persons who have high support needs, and those with multiple and complex need. A large number of individuals experiencing rough sleeping in the city are long-term rough sleepers or those who have returned to rough sleeping, sometimes due to being evicted from						

the supported accommodation they were living in. With this in mind, the continuation of 24/7 supported accommodation provision is a vital as part of the overall provision the city council commissions to provide accommodation for, and meet the support needs of this cohort.

Promotes Equity: Ensures everyone has equal opportunities.

Enhances Diversity/Improves Representation:

A range of people can become homeless, and people will have a range of characteristics, some will be protected. The provision of supported accommodation in the city and who can access the various kinds of supported accommodation we as a city council commission, depends on the support needs a person has and what kind of accommodation they need to live in. A person will work with support workers to ensure that they are assessed for and can access the appropriate accommodation. Where a person has particular support needs, support agencies will work together, both statutory and non-statutory to ensure that the person can access the appropriate support should they wish to do so.

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.

24.

Who or which team or service area will be responsible for monitoring equalities impact?

For example-

Rough Sleeping and Single Homelessness Team

25.	Who (individual, team, or service area) will be responsible for carrying out the EqlA review? - team, -directorate, -service area, -Equalities Steering Group,etc.			
		Rough Sleeping and Single Homeless Manager and Senior Rough Sleeping Officers		
26.	How often will the equality impact be reviewed for this activity? For example- -quarterly, -yearly, etc.	Yearly	27.	Date when the EqlA will be reviewed again. May 2027

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Section 7: Sign-off

Name: Job Title: Signature: _____ Name: Gail Malkin Job Title: Head of People	Name: Job Title: Signature: _____ Name: Job Title: Type here	Name: Full Name Job Title: Type here Signature: _____ Name: Full Name Job Title: Type here	Suggested list of people to include are: 1) Project lead/manager. 2) Head of service area or team. 3) Person who completed the EqlA. 4) EDI Lead. 5) EDI Specialist.
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Signature:
G Malkin

Name: Full Name

Job Title: Type here

Signature:

Signature:

Name: Full Name

Job Title: Type here

Signature:

Signature:

Name: Full Name

Job Title: Type here

Signature:

You have now reached the end of the assessment.

3736 Please appended this to any reports and project files for reference.

