

Equality Analysis

Directorate: Community Wellbeing Service Area: Housing Strategy & Policy	Lead Officer: Marta Imig Date completed: 9th February 2022
Service / Function / Policy / Procedure to be assessed: Housing First	
Is this: New / Proposed <input checked="" type="checkbox"/> Existing/Review <input type="checkbox"/> Changing <input type="checkbox"/>	Review date: The contract will be for a 3-year main term with options to extend for a further period, to be reviewed in light of future funding available.

Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

What are the aims and objectives/purpose of this service, function, policy or procedure?

The Authority has a duty to provide housing and homelessness advice to residents of the Borough who are threatened with or who are facing homelessness, which upon investigation, may lead to a main housing duty. The Housing First support service provides intense wraparound support for resident households of single people or childless couples with multiple and complex needs, who are identified by the Council to be most at risk of eviction and therefore rough sleeping and/or have a history of tenancy failure.

The Service Provider is to make available 10, bedsits/1-bedroom properties within the Spelthorne Borough to house Housing First residents for the lifetime of the contract. In exception, a small number of units can be provided in adjoining boroughs, details to be agreed. The Housing First nominations are to be solely made by the Council.

The Service Provider is to deliver high quality person-centred support to the clients in the spirit of and in accordance with the Housing First principles, enabling clients to sustain their tenancies by promoting independence, freedom, and choice. Key to this role will be liaising with health professionals, other agencies, and colleagues as appropriate, taking follow-up action and coordinating wraparound support if required from other agencies (for example Adult Social Care, Criminal Justice, Health services) and internal departments.

The Housing First Principles for England, published by Homeless Link in November 2016, are based on the evidence initially gathered by [Pathways to Housing](#) in the USA, and are aligned with the core principles in the [FEANTSA Housing First Guide Europe](#). The below definitions and details are taken from The Principles of Housing First guidance document produced by Homeless Link in 2019, which can be found on their website at <https://hfe.homeless.org.uk/principles-housing-first>.

Multiple and complex needs are persistent and interrelated health and/or social care needs, which impact an individual's life and ability to function in society. These may include:

- Entrenched street homelessness, repeat service use or being otherwise vulnerably housed
- Mental, psychological, or emotional health needs
- Drug and/or alcohol dependency
- Contact with the criminal justice system
- Physical health needs
- Experience of domestic violence and abuse

The 7 principles of Housing First in England are:

1. People have a right to a home:

- Housing First prioritises access to housing as quickly as possible

- Eligibility for housing is not contingent on any conditions other than willingness to maintain a tenancy
- The housing provided is based on suitability (stability, choice, affordability, quality, community integration) rather than the type of housing
- The individual will not lose their housing if they disengage or no longer require the support
- The individual will be given their own tenancy agreement

2. Housing and support are separated:

- Support is available to help people maintain a tenancy and to address any other needs they identify
- An individual's housing is not conditional on them engaging with support
- The choices they make about their support do not affect their housing
- The offer of support stays with the person – if the tenancy fails, the individual is supported to acquire and maintain a new home

3. Flexible support is provided for as long as it is needed:

- Providers commit to long-term offers of support which do not have a fixed end date; recovery takes time and varies by individual needs, characteristics, and experiences
- The service is designed for flexibility of support with procedures in place for high/low intensity support provision and for cases that are 'dormant'
- Support is provided for the individual to transition away from Housing First if this is a positive choice for them
- The support links with relevant services across sectors that help to meet the full range of an individual's needs
- There are clear pathways into, and out of, the Housing First service

4. Individuals have choice and control:

- They choose the type of housing they have and its location within reason as defined by the context (this should be scattered site, self-contained accommodation, unless an individual expresses a preference for living in shared housing)
- They have the choice, where possible, about where they live
- They have the option not to engage with other services as long as there is regular contact with the Housing First team
- They choose where, when and how support is provided by the Housing First team
- They are supported through person-centred planning and are given the lead to shape the support they receive; goals are not set by the service provider

5. The service is based on people's strengths, goals and aspirations:

- Services are underpinned by a philosophy that there is always a possibility for positive change and improved health and wellbeing, relationships and community and/or economic integration
- Individuals are supported to identify their strengths and goals
- Individuals are supported to develop the knowledge and skills they need to achieve their goals
- Individuals are supported to develop increased self-esteem, self-worth and confidence, and to integrate into their local community

6. An active engagement approach is used:

- Staff are responsible for proactively engaging their clients; making the service fit the individual instead of trying to make the individual fit the service
- Caseloads are small allowing staff to be persistent and proactive in their approach, doing "whatever it takes" and not giving up or closing the case when engagement is low

- Support is provided for as long as each client requires it
 - The team continues to engage and support the individual if they lose their home or leave their home temporarily
- 7. A harm reduction approach is used:**
- People are supported holistically
 - Staff support individuals who use substances to reduce immediate and ongoing harm to their health
 - Staff aim to support individuals who self-harm to undertake practices which minimise risk of greater harm
 - Staff aim to support individuals to undertake practices that reduce harm and promote recovery in other areas of physical and mental health and wellbeing

How Housing First differs from other more traditional floating support or tenancy sustainment models:

- Floating support workers may have caseloads of 20-40 people, whereas Housing First workers will typically support an initial caseload of 5-7 people at any one time
- Housing First employs active engagement, supporting individuals by recognising and emphasising their strengths and capacity for positive change, and links with relevant services that help to meet the full range of an individual's needs
- Housing First is also fundamentally a choice-led approach, which fully respects the choices of each person and supports their self-determination; this approach also allows for people to be rapidly rehoused in instances of housing loss
- The smaller caseloads enable more intensive, flexible and personalised support for a cohort of people who have not been successfully engaged and supported by other housing services due to the level and complexity of their needs; evidence suggests that, over time, those housed by Housing First require less support from services and, in some cases, may no longer require support – however, this is completely dependent on the individual and may take several months or years

Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?

	Yes	No
Eliminating unlawful discrimination, victimisation, and harassment	✓	
Advancing equality of opportunity	✓	
Fostering good community relations	✓	

If not relevant to any of the three equality duties and this is agreed by your Head of Service, the Equality Analysis is now complete - please send a copy to **NAMED OFFICER**. **If relevant**, a Full Equality Analysis will need to be undertaken (PART B below).

PART B: Full Equality Analysis

Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

<p>What outcomes are sought and for whom?</p>	<p>The main outcome of the policy is to provide intense wraparound support for resident households of single people or childless couples with multiple and complex needs, who are identified by the Council to be most at risk of eviction and therefore rough sleeping and/or have a history of tenancy failure, having regard to any legislative requirements, regulations or Government Codes of Guidance.</p> <p>Affected groups will include (not exhaustive):</p> <ul style="list-style-type: none"> • All adults with multiple and complex needs who are eligible to be housed in the borough, who are identified by the Council to be most at risk of eviction (and therefore likely to face homelessness and rough sleeping); • Partners involved in the delivery of secure housing and of providing support to vulnerable residents, such as Registered Providers, private landlords, Adult Social Care, Criminal Justice, and Health services, and internal Spelthorne Borough Council departments
<p>Are there any associated policies, functions, services or procedures?</p>	<p>Corporate Plan Health & Wellbeing Strategy Local Plan Housing Act 1996 (as amended by various) Housing Strategy Homelessness and Rough Sleeping Strategy Housing First England</p>
<p>If partners (including external partners) are involved in delivering the service, who are they?</p>	<p>Partners involved in sourcing and providing suitable accommodation, e.g. Registered Providers and private landlords (not exhaustive)</p> <p>Partners involved in the delivery of advice and support services, e.g. Job Centre Plus, Citizens Advice, DWP, Surrey County Council, Adult Social Care, Criminal Justice, North Surrey Domestic Abuse Service, Community Mental Health Team and other health services, voluntary, community and faith-based groups (not exhaustive)</p>

Step 2 – What does the information you have collected, or that you have available, tell you?

What evidence/data already exists about the service and its users? (in terms of its impact on the ‘equality strands’, i.e. race, disability, gender, gender identity, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

General Spelthorne context

Almost half of Surrey’s 20 most deprived super output areas are in Spelthorne. Three are in the ward of Stanwell North, two in Ashford North and Stanwell South and one in each of Ashford East and Sunbury Common. Spelthorne has the highest number of lone parent families and the highest level of child poverty in Surrey; it also has the highest under-18 conception rate in the county. That said, residents are largely healthy, with life expectancy for both males and females slightly above the national average.

Although the number of VAT and/or PAYE-registered business has fallen slightly over the past four years, Spelthorne has a low rate of unemployment: 1.4% of those economically active aged 16 to 64, compared to the South East (2.2%) and UK as a whole (3.5%). Heathrow Airport is a significant local employer, with 8.3% of Spelthorne’s working population employed there. Significantly, 21.5% of those in work in Stanwell North are in low level employment compared to an average of 11.6% in Surrey. Average wages are slightly above regional averages at £630 per week for full-time employees.

Whilst house prices remain well above the national average, most residents are owner-occupiers (73%), followed by private rented (13%) and social rented (12%).

Gender / gender identity

Census data from 2011 shows that 50.5% of residents in Spelthorne were female, with the remaining 49.5% being male. There is no data known to be held in relation of other gender identities.

Source: ONS Census, 2011 - neighbourhood statistics for residents aged 16 to 74

A White Paper published in December 2018 (Help shape our future: the 2021 Census of population and housing in England and Wales) sets out the Office for National Statistics’ (ONS) recommendations for what the census should contain and how it should operate. The White Paper recommends that the census in 2021 includes a question about gender identity, asking respondents whether their gender is the same as the sex they were registered as at birth. The question will be separate from the question about sex (i.e., whether the respondent is male or female), which will be phrased in the same way as previous years. There is currently no official data about the size of the transgender population (the word ‘transgender’ is used here to describe people whose gender identity does not match the sex they were assigned at birth). The Government Equalities Office (GEO) has said that there may be 200,000 to 500,000 transgender people in the UK, but stresses that we don’t know the true population because of the lack of robust data. The ONS has identified user need for official estimates in order to support policy-making and monitor equality duties.

Source: <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/CBP-8531>

Age

Spelthorne has a slightly lower population of under-30s (34%) compared to the rest of the country (37%), and a slightly higher population of 30-69 year olds (42%) compared with the UK average of (40%), The number of 70+ is 23%, which is broadly in line with the rest of the UK (24%).

Source: <https://commonslibrary.parliament.uk/local-data/constituency-statistics-population-by-age/>

Ethnicity

The ethnic make-up of Spelthorne is largely in line with the UK average, although we have more residents who identify as Asian and fewer residents who identify as Black than the national average.

Ethnic group	Spelthorne		Region	UK
	Number	%	%	%
White	83,455	87.3%	90.7%	87.2%
Mixed	2,382	2.5%	1.9%	2.0%
Asian	7,295	7.6%	5.2%	6.9%
Black	1,545	1.6%	1.6%	3.0%
Other	921	1.0%	0.6%	0.9%
Total	95,598	100.0%	100.0%	100.0%

Source: <https://commonslibrary.parliament.uk/home-affairs/communities/demography/constituency-statistics-ethnicity/>

Disability

As of July 2019 there were around 2,020 PIP claimants in Spelthorne constituency. In comparison, there was an average of 2,500 claimants per constituency across the South East. Within Spelthorne, psychiatric disorders were the most common reason for claiming PIP. They accounted for 37% of awards, compared to 36% in Great Britain. 'Psychiatric disorders' include anxiety and depression, learning disabilities and autism. The second most common reason for awards was musculoskeletal disease (general), which accounted for 17% of awards within the constituency and 21% in Great Britain. Musculoskeletal disease (general) includes osteoarthritis, inflammatory arthritis and chronic pain syndromes.

Source:

<http://data.parliament.uk/resources/constituencystatistics/personal%20independence%20payment/PIP%20claimants%20in%20Spelthorne.pdf>

Religion

Residents of Spelthorne predominately identify themselves as either Christian or having no religion. There is a smaller Muslim population compared with the national average, but a larger Hindu and Sikh population.

	Constituency		Region	UK
	Number	%	%	%
Has religion	67,392	70.5%	65.0%	66.7%
of which				
Christian	60,954	63.8%	59.8%	58.8%
Muslim	1,808	1.9%	2.3%	4.5%
Hindu	2,332	2.4%	1.1%	1.4%

Buddhist	420	0.4%	0.5%	0.4%
Jewish	206	0.2%	0.2%	0.4%
Sikh	1,325	1.4%	0.6%	0.7%
Other	347	0.4%	0.5%	0.4%
No religion	21,511	22.5%	27.7%	26.1%
Not stated	6,695	7.0%	7.4%	7.2%

Source: <https://commonslibrary.parliament.uk/home-affairs/communities/constituency-data-religion/>

Sexual orientation

There is no accurate dataset which can be used to reflect solely Spelthorne. The White Paper recommends asking a new question about sexual orientation. The ONS has identified a user need for better data on sexual orientation – particularly for small areas – to inform policy-making and service provision, as well as monitoring equality duties. The ONS has previously used the Annual Population Survey (APS) to estimate the size of the lesbian, gay and bisexual (LGB) population in the UK. According to these estimates, just over 1 million people identified as LGB in 2016 (around 2% of the population). However, the sample population used in the APS isn't big enough to provide robust estimates of the LGB population in smaller areas.

Source: <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/CBP-8531>

Marriage / Civil Partnership

More people in Spelthorne are married compared to the rest of England and Wales, and fewer people identify as single.

Marital Status	Spelthorne		England and Wales	
	Count	%	Count	%
All usual residents aged 16+	78,089		45,496,780	
Single (never married or never registered a same-sex civil partnership)	24,562	31%	15,730,275	35%
Married	38,984	50%	21,196,684	47%
In a registered same-sex civil partnership	153	0%	104,942	0%
Separated (but still legally married or still legally in a same-sex civil partnership)	2,042	3%	1,195,882	3%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	6,870	9%	4,099,330	9%
Widowed or surviving partner from a same-sex civil partnership	5,478	7%	3,169,667	7%

Has there been any consultation with, or input from, customers / service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

None

Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?

Yes, quarterly reports from the initial agreement with A2 Dominion which comes to an end on 31st May 2022. This tells us that for a total of 10 clients in the first 3 quarters in 2021/22, 4 were successfully accommodated and 6 evictions were prevented. Personal budget interventions were used to reduce arrears, pay rent in advance, and for the purchase of personal items to enable independent living. Over a period of time, it would be beneficial to collate equality and diversity data to ensure future policy making targets underrepresented groups.

Step 3 – Identifying the negative impact.

a. Is there any negative impact on individuals or groups in the community?

Barriers:

What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider:

- **Where** you provide your service, e.g. the facilities/premises;
- **Who** provides it, e.g. are staff trained and representative of the local population/users?
- **How** it is provided, e.g. do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service?
- **When** it is provided, e.g. opening hours?
- **What** is provided, e.g. does the service meet everyone's needs? How do you know?

* Some barriers are justified, e.g. for health or safety reasons, or might actually be designed to promote equality, e.g. single sex swimming/exercise sessions, or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified then please indicate which they are and why.

Solutions:

What can be done to minimise or remove these barriers to make sure everyone has equal access to the service or to reduce adverse impact? Consider:

- Other arrangements that can be made to ensure people's diverse needs are met;
- How your actions might help to promote good relations between communities;
- How you might prevent any unintentional future discrimination.

Equality Themes	Barriers/Impacts identified	Solutions (ways in which you could mitigate the impact)
Age (including children, young people and older people)	<p>Young people aged 16-17 cannot hold tenancies and so housing options are severely limited.</p> <p>Families are excluded from Housing First, the service is only for single people and childless couples.</p>	<p>Young people aged 16-17 receive enhanced services via the Surrey Joint Protocol. They have access to specialist young peoples' homelessness accommodation.</p> <p>Families facing homelessness receive advice and assistance via the Council's Housing Options team who will assess their needs and offer support to find and secure alternative accommodation. Families that require additional help are referred to North East Surrey Family Support Team who work with the family as a unit and the children individually to understand and address support needs. Safeguarding of children is a priority.</p>
Disability (including carers)	<p>Anecdotally we know that physically disabled people accessing settled accommodation in Spelthorne have much more limited options available to them due to potential property adaption requirements.</p>	<p>When the level of need is identified for specific types of accommodation, such as disabled adapted, the Council's disposal protocol helps inform the acquisition delivery programme. This ensures that the Council maximises opportunities to support physically disabled people into affordable settled accommodation that meets their needs. Furthermore, the Council offers Disabled Facilities Grants which can be used to enable property aids and adaptations to ensure independence is retained.</p> <p>Equally, those who may not have a physical disability but are instead impacted by severe anxiety, depression or poor mental health may have specific property requirements, such as, the need for homes on lower floor levels, sound proofing rooms or homes within a quieter part of the Borough. With a disposal protocol and property acquisition policy, the Council is able to secure dispersed affordable homes that will</p>

		<p>potentially meet with some of these more specialised needs.</p> <p>The Council has also recently reviewed the availability of accessible accommodation options for this affected group and are working with Knowle Green Estates on future developments to ensure future homes meet resident needs.</p>
Gender (men and women)	No negative impacts have been identified.	<p>Please note better data collection through monitoring of outcomes (as mentioned below) for the Council to better understand if there are any differences in success rates between different genders.</p> <p>The service should aim to be wholly inclusive for people who identify as non-binary or gender fluid.</p>
Race (including Gypsies & Travellers and Asylum Seekers)	<p>Accommodation for people seeking asylum is the responsibility of the Home Office.</p> <p>Provision for pitches for gypsies and travelling showpeople are dealt with under the Local Plan.</p>	Housing First outcomes should be monitored by the service provider and shared with Spelthorne Borough Council on a quarterly basis. A more detailed data return should be completed by the service provider detailing both the outcomes as well as information relating to equality and diversity. The Council aims to use this data to inform future policy improvements and will be able to determine success rates between different groups e.g. genders, people of different ethnic origins etc.
Religion or belief (including people of no religion or belief)	No negative impacts have been identified.	Please note better data collection through monitoring of outcomes (as mentioned above) for the Council to better understand if there are any differences in success rates between different groups.
Gender Re-assignment (those that are going through transition: male to female or female to male)	No negative impacts have been identified.	Please note better data collection through monitoring of outcomes (as mentioned above) for the Council to better understand if there are any differences in success rates between different groups.
Pregnancy and Maternity	Families are excluded from Housing First, it is only for single people and childless couples.	Families facing homelessness receive advice and assistance via the Council's Housing Options team who will assess their needs and offer support to find and secure alternative accommodation. Families that

		require additional help are referred to North East Surrey Family Support Team who work with the family as a unit and the children individually to understand and address support needs. Safeguarding of children is a priority.
Sexual orientation (including gay, lesbian, bisexual and heterosexual)	No negative impacts have been identified.	Please note better data collection through monitoring of outcomes (as mentioned above) for the Council to better understand if there are any differences in success rates between different groups.

Step 4 – Changes or mitigating actions proposed or adopted

Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?

No changes required.

Step 5 – Monitoring

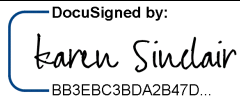
How are you going to monitor the existing service, function, policy or procedure?

The Contract will be managed by the Council's Data and Contract Officer. The Provider will be required to report quarterly on agreed KPIs as a single report, including quarterly updates on progress towards annual targets, to be submitted to the Authority no later than 5 Working Days after the last calendar day of each month of the Contract Term.
Where contract performance falls short of the required KPI standards, the Contractor will be expected to attend (in person or virtually) a Contract Review meeting to discuss the measures to be implemented to address the issues.

Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale
N/A	N/A	N/A	N/A

Equality Analysis approved by:

Group Head:	 BB3EBC3BDA2B47D...	Date:	24 February 2022 11:53 AM GMT
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