

DBC Equality Impact Assessment Form

Directorate: Finance & Corporate Services

Service: Resources

Policy / function / activity being reviewed: DENS Property Partnership

Supporting Directorate Support Officer:

Date completed and by whom: May 2010 – Head of Resources

Review date: July 2012

Step 1 – Identifying the Purpose / Aims

1. What type of policy, service, activity or function is this?

Existing ☐ **New / proposed** ☒ **Changing / updated** ☐

2. What is the aim and purpose of the policy, activity, service or function?

To create a partnership between the Council and DENS Ltd to provide residential support to homeless people in their journey from dependency to independence in terms of living arrangements. The partnership will involve the Council leasing some General Fund maisonettes to DENS Ltd so that they can house some of their registered clients with the support of a key worker.

3. Outline any proposals being considered.

The proposals are set out in:

- (a) Portfolio Holder Decision – PH___/___ - DENS – Property Partnership for community benefit
- (b) Service Level Agreement

4. Who is the policy, activity, service or function intended to help / benefit / serve?

Homeless people who have registered with DENS Ltd and are working through an agreed support programme.

5. Does the policy, activity, service or function have any specific aims or objectives in relation to equality, social inclusion or community cohesion?

The Council's wellbeing power, as set out in Section 2 Local Government Act 2000,

provides that councils may undertake work or acts to advance the social, economic or environmental wellbeing of their area. It is considered that the DENS proposal would fall within the realm of wellbeing given:

- It has the ability to create a sustainable social enterprise with a leading charity
- It promotes a culture whereby DENS clients can move through their journey to independence
- It provides an opportunity to help some of the most vulnerable people in the community with housing
- It should generate an income stream for both DENS and the Council

The Council's Sustainable Community Strategy sets out a number of policy objectives for the Council and the Local Strategic Partnership. The proposal would meet a number of those objectives and add additional support facilities to vulnerable people within the Dacorum community.

Step 2 – Considering existing information and what this tells you

6. Summarise any data / research or performance management information about the policy, function or activity that is available. This could include equalities monitoring information; surveys; complaints or grievances.

<i>Data / Information</i>
<ul style="list-style-type: none"> ○ DENS Equal Opportunities Policy ○ DENS Annual Report provides breakdown according to gender ○ DENS Files all comments whether praise or criticism and interviews service users 6 monthly

7. Is there any evidence of negative differential impact on any of the following? (Some equality categories may be more relevant than others)

<i>Race or ethnicity</i>
No
<i>Gender and transgender</i>
No
<i>Age</i>
No
<i>Disability</i>
No

<i>Religion or belief/ faith communities</i>
No
<i>Lesbian, gay, bisexual people</i>
No
<i>Other socially excluded communities or groups</i>
No

Step 3 – Assessing the Impact

8. Is there any evidence of higher or lower take-up of the service, facility or opportunity by any group /community and if so, is there an explanation for this?

The services that are currently offered by DENS are provided to more men than women due to there being more homeless men within the Dacorum area.

Relationship breakdown is the largest cause of homelessness, men usually leave the family home for the sake of the children. Generally men are more prepared to undergo the rigors of deprivation than ladies. i.e. they are more prepared to sleep rough.

9. Could any of the associated rules, requirements or regulations of the function, activity or policy affect the accessibility of the service/ activity to any groups or communities?

The property proposal would place the responsibility of managing the access to residential support with DENS who are experts in their field.

DENS has a Fair Access Policy. Each case is decided by scoring, merit and psychological factors considering best fit personality dynamics within the shard accommodation. There is no exclusion based on discrimination.

10. If the impact or effects are adverse for any community or group, can they be defended i.e. in order to provide equality for another community under legislation or policy?

Yes ☒ No ☐

Please give details below.

There are more male homeless people in Dacorum. Statistics show there is a 75/25 split of men to women.

Progression is dictated by an individual's readiness to move on.

Step 4 – Dealing with adverse or unlawful impact

11. What can be done to improve the policy, service, function or any proposals in order to reduce or remove any adverse impact or effects identified?

The property partnership is one that will need to establish and grow in order for it to develop.

DENS have an equal opportunities policy and this is reflected in their operating arrangements.

The provision of support by DENS to homeless people is dependent upon affected people registering with DENS for help. In order to ensure that it is accessible to all communities and groups, DENS currently operate 4 projects, a Day Centre, a Night Shelter, "Move On" Accommodation and Property Services (DENS first Social Enterprise). These are supported by 3 services, Resettlement Work, Distribution of Stores and Administration. Service Users access the charity at all levels and move forward at their own speed.

12. What would be needed to be able to do this? Are the resources available?

Monitoring and review

Step 5 – Consultation and Feedback

13. Outline your proposals to consult with those affected on proposed changes.

This is a new partnership that grew out of the Asset Management Plan consultation exercise in January 2010 and interfaces with the Sustainable Community Strategy. The refresh of the Sustainable Community Strategy is due to take place in 2010 and consultation will be undertaken by the Council on the draft proposals.

Step 6 – The decision

14. What needs to be done?

The partnership is subject to a Portfolio Holder decision with regard to the proposals and principles of the scheme.

Step 7 – Monitoring, review and evaluation

15. What monitoring and review mechanisms are in place or will be developed.

The service level agreement sets out how the partnership will operate along with monitoring and review mechanisms.

Step 8 – The service plan

16. What needs to be included in the Service Development Plan?

Not applicable

17. Does an Action Plan need to be put together to ensure everything is actioned?

No

Step 9 – Publishing the Results

Copy of the completed form to be sent to the Anne Stunell – Human Resources, ext. 2089