

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Homeless Service Review
Department and service area	Customer and Housing Services
Completion Date	4 January, 2018
Lead officer	Kevin Anderson

Aims and Objectives

1. Does the proposed budget saving affect people? Yes No

2. What is/are the reason(s) for your proposed budget saving?

As a result of government funding cuts, the Midlothian Council budget gap will increase in future years and the Council needs to cut costs and change our service design and delivery model to make sure that we are able to deal with the future demands of a growing and ageing population.

The proposal is to review the Temporary Accommodation provision and also the tenancy support services to continue to meet the Council's statutory homelessness duties through withdrawing from all B&B provision by the reuse of suitable vacant or vacated council

buildings as an alternative option that provides a more supportive and productive environment to homeless households and is also cost effective to the local authority.

In addition, the Tenancy Support contract end will provide a review opportunity to in-source the service from existing homelessness prevention and support services, for people who can live independently with an element of support.

3. Impact

Which of the protected characteristics* will the proposed budget saving have an impact upon?

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.		In addition to the statutory duty towards preventing and resolving homelessness, there is a separate housing support duty to help achieve the best possible outcomes for homeless households in the Council's area. This is based on a support assessment completed as standard practice for each homeless household to determine any needs or support requirements.
Disability	Tenancy sustainment is monitored for council housing to evidence successful or negative		In addition to the statutory duty towards preventing and resolving homelessness, there is a separate housing support duty to help

	outcomes for the household.		achieve the best possible outcomes for homeless households in the Council's area. This is based on a support assessment completed as standard practice for each homeless household to determine any needs or support requirements.
Gender Reassignment	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.		In addition to the statutory duty towards preventing and resolving homelessness, there is a separate housing support duty to help achieve the best possible outcomes for homeless households in the Council's area. This is based on a support assessment completed as standard practice for each homeless household to determine any needs or support requirements.
Marriage & Civil Partnership	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.		In addition to the statutory duty towards preventing and resolving homelessness, there is a separate housing support duty to help achieve the best possible outcomes for homeless households in the Council's area. This is based on a support assessment completed as standard

			practice for each homeless household to determine any needs or support requirements.
Pregnancy and maternity	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.		In addition to the statutory duty towards preventing and resolving homelessness, there is a separate housing support duty to help achieve the best possible outcomes for homeless households in the Council's area. This is based on a support assessment completed as standard practice for each homeless household to determine any needs or support requirements.
Race	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.	Hate crime is monitored	
Religion or Belief	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.	Hate crime is monitored	
	Tenancy sustainment is	Gender based violence	

Sex	monitored for council housing to evidence successful or negative outcomes for the household.	is monitored	
Sexual Orientation	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.	Hate crime is monitored	

4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

The *Shaping our Future* 2016 public consultation was in favour of the proposed change programme for this service.

There has been no response to date to the proposals in the public engagement sessions for the budget review in 2018/19, "*Addressing the Financial Challenge to 2021/22*".

Information published by Midlothian Council can be provided on request in many of the community languages and also in large print, Braille, audio tape or BSL. For more information, please contact the Equality, Diversity & Human Rights Officer on 0131 271 3658 or equalities@midlothian.gov.uk

5. How will you monitor the impact of the changes proposed? When is the budget due to be reviewed?

The budget review in 2018/19 is "*Addressing the Financial Challenge to 2021/22*".

There is no evidence currently of negative impact on service outcomes.

EQIA outcomes for Race, Sex, Sexual Orientation and Religion/Belief are monitored.

6. Please use the space below to detail any other matters arising from the Equality Impact Assessment (EqIA) process.

Any staffing review would be conducted through the Council's Organisational Change Policy and procedure to consult with employees scoped into the service and management reviews. Informal briefings and staff meetings have been held to discuss the budget proposals.

Further formal consultation with affected staff and representative unions would take place.