

Appendix 1 – Draft Equality Analysis

1. Name of activity:	Supported Housing Scheme for Women			
2. Main purpose of activity:	Proposed provision of a small (6 bed) accommodation and support scheme in the district for women with complex support needs			
3. List the information, data or evidence used in this assessment:	Separate and single-sex service providers: a guide on the Equality Act sex and gender reassignment provisions , Equality and Human Rights Commission, April 2022 Women’s Aid Position regarding member services and direct services to survivors , March 2022 NHC analysis of case level data for households approaching for homelessness assistance, October 2024 NHC Review of Homelessness in North Hertfordshire , January 2024 Statutory homelessness live tables , Ministry of Housing, Communities and Local Government			
4. Assessment				
Characteristics	Neutral (x)	Negative (x)	Positive (x)	Describe the person you are assessing the impact on, including identifying: community member or employee, details of the characteristic if relevant, e.g. mobility problems/particular religion and why and how they might be negatively or positively affected. Negative: What are the risks? Positive: What are the benefits?
Community considerations (i.e. applying across communities or associated with rural living or Human Rights)			x	Negative
				Positive This specialist female only scheme would cater for women who have experienced, or are at risk of, domestic or other abuse. Nationally, there has been a notable increase in women facing homelessness due to fleeing domestic abuse and this is reflected in the district – by 2023/24, 19% of homeless households were homeless due to fleeing domestic abuse. The Domestic Abuse Act 2021 was introduced to provide greater protection for victims and ensure they have the support they need. As part of the Hertfordshire Domestic Abuse Partnership, the Council is committed to preventing domestic abuse wherever possible, and where it is not, supporting victims and survivors to stay safe and rebuild their lives.

A person living with a disability	x			Negative
				Positive
A person of a particular race	x			Negative
				Positive
A person of a gay, lesbian or bisexual sexual orientation	x			Negative
				Positive
A person of a particular sex, male or female, including issues around pregnancy and maternity		x	x	Negative
				The scheme will be a female only space because residents would feel unsafe if men were also able to access the service due to the nature and history of the trauma that they have experienced. Although it is recognised that there are also male victims of domestic abuse, the numbers are comparatively very low (6 men had an accepted relief duty in 2023/24 compared to 44 women). Male victims will have access to homelessness support services from the Council and alternative accommodation where the Council has a duty to accommodate.
				Positive
A person of a particular religion or belief	x			Negative
				Positive
A person of a particular age	x			Negative

				Positive
				Negative
Transgender	x			Positive
				The provider will consider referrals of transgender women on their merits as with any other referral

5 Results

	Yes	No	
Were positive impacts identified?	x		The proposed scheme will positively benefit homeless single women who have experienced abuse and require a safe, female-only space in which to receive support to recover. It will also contribute towards our commitment to support victims and survivors of domestic abuse, also included within the Council's Housing Strategy 2024-2029 .
Are some people benefiting more than others? If so explain who and why.	x		The proposed scheme is female-only and will therefore specifically benefit women. There is a need for a female-only scheme in order to provide residents with a safe, trauma-informed environment in which they can receive the support they need to begin their journeys towards independent living.
Were negative impacts identified (what actions were taken)	x		Men will not be able to access the scheme due to the need to provide a safe, trauma-informed environment for female survivors of domestic abuse. Alternative accommodation will be provided where the Council has a legal duty to accommodate.

6. Consultation, decisions and actions

If High or very high range results were identified who was consulted and what recommendations were given?

Describe the decision on this activity

List all actions identified to address/mitigate negative impact or promote positively

Action	Responsible person	Completion due date
Male victims of domestic abuse will be provided with support and accommodation in accordance with homelessness legislation, including signposting to alternative schemes if appropriate.	Homelessness and Housing Advice Manager Strategic Housing Manager	Ongoing

When, how and by whom will these actions be monitored?	
Monitoring of overall need for domestic abuse services will take place as part of monitoring of the Council's Housing Strategy 2024-2029.	
7. Signatures	
Assessor	
Name: Tiranan Straughan	Signature** T F Straughan
Validated by	
Name:	Signature**
Forward to the Corporate Policy Team	
Signature**	
Assessment date:	Review date:

**** Please type your name to allow forms to be sent electronically.**

A copy of this form should be forwarded to the corporate policy team and duplicate filed on the council's report system alongside any report proposing a decision on policy or service change.