

## Appendix 1 – Equality Impact Assessment

### Annex A - Equality Analysis Template

|                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                          |                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Name of activity:                                                                                                  | Provision of homelessness services for North Herts residents (Homelessness Prevention Grant allocations)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                          |                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 2. Main purpose of activity:                                                                                          | Specialist services for homelessness prevention<br>Accommodation and support services, including for those with multiple disadvantage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                          |                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 3. List the information, data or evidence used in this assessment:                                                    | Ministry of Housing, Communities and Local Government (2025), <a href="#">A National Plan to End Homelessness</a> . Available: www.gov.uk<br>Children's Commissioner (2025), <a href="#">The impact of housing instability on children's GCSE grades</a> . Children's Commissioner for England.<br>Taylor, G., Vale, J., Gay Jackson, B., and Turtle, M. (2025) <a href="#">Dying Homeless Project 2024</a> . Museum of Homelessness<br>MHCLG (2025), <a href="#">Rough Sleeping Questionnaire 2025</a> . Available: www.gov.uk<br>Grant Monitoring returns to NHC (not published)<br>North Herts Council (2024) <a href="#">Review of Homelessness in North Hertfordshire</a><br>Available: www.north-herts.gov.uk<br>Stonewall (2024) <a href="#">LGBT In Britain. Home and Communities</a> . London: Stonewall<br>Office for National Statistics <a href="#">Census 2021</a><br>MHCLG, <a href="#">Statutory homelessness live tables 2024-25</a> |                          |                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>4. Assessment</b>                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                          |                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Characteristics</b>                                                                                                | <b>Neutral</b><br>(x)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>Negative</b><br>(x)   | <b>Positive</b><br>(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 <b>negatively or positively</b> affected.<br><br><b>Negative: What are the risks?</b><br><b>Positive: What are the benefits?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Community considerations</b><br>(i.e. applying across communities or associated with rural living or Human Rights) | <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <input type="checkbox"/> | x                      | <b>Negative</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                          |                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                          |                        | <b>Positive</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                          |                        | Homelessness has significant negative impacts upon communities as well as more obviously for the individual. The government's National Plan to End Homelessness details impacts including: <ul style="list-style-type: none"> <li>upon children's lives in particular, including a direct correlation between home moves and attainment at GCSE and negative impacts on children's mental and physical wellbeing;</li> <li>for adults - over 1,000 people died whilst experiencing homelessness in England in 2024, with an average age of death for those sleeping rough or using temporary accommodation of 48 for men and 45 for women;</li> <li>people sleeping rough use public services more than an average individual, at a cost of around £14,000 per person on average, largely stemming</li> </ul> |

|                                                                                               |                          |                          |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-----------------------------------------------------------------------------------------------|--------------------------|--------------------------|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                               |                          |                          |   | <p>from costs to the NHS and the criminal justice system.</p> <p>The proposals contained in this report aim to prevent homelessness from occurring in the first place and provide support and alternative accommodation in times of crisis.</p>                                                                                                                                                                                                                                                                                                                                                                                         |
| A person living with a disability                                                             | <input type="checkbox"/> | <input type="checkbox"/> | x | <b>Negative</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                               |                          |                          |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                               |                          |                          |   | <b>Positive</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                               |                          |                          |   | <p>Almost two-thirds of households owed a homelessness duty by the Council have a support need whilst over one-third have two or more support needs. These include support needs owing to poor mental health (35%), physical ill health and disability (28%) and learning disability (14%).</p> <p>The proposals in this report will specifically support this cohort, especially the funding proposed for the single homeless pathway (One YMCA supported accommodation). As noted in the main body of the report, most residents on the pathway have multiple support needs, particularly relating to mental and physical health.</p> |
| A person of a particular race                                                                 | <input type="checkbox"/> | <input type="checkbox"/> | x | <b>Negative</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                               |                          |                          |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                               |                          |                          |   | <b>Positive</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                               |                          |                          |   | <p>In common with national data, data for North Herts district shows that a disproportionate number of people from ethnic minority backgrounds require homelessness assistance – making up 18% of those owed a duty whilst comprising 12% of the North Herts population.</p>                                                                                                                                                                                                                                                                                                                                                            |
| A person of a gay, lesbian or bisexual sexual orientation                                     | <input type="checkbox"/> | <input type="checkbox"/> | x | <b>Negative</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                               |                          |                          |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                               |                          |                          |   | <b>Positive</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                               |                          |                          |   | <p>National evidence points to LGBTQ+ people being more at risk of homelessness. District level data suggests a very small number of LGBTQ+ people owed a homeless duty by the Council (3%), although a significant proportion – 20% - of applicants chose not to disclose information about their sexual orientation.</p>                                                                                                                                                                                                                                                                                                              |
| A person of a particular sex, male or female, including issues around pregnancy and maternity | <input type="checkbox"/> | <input type="checkbox"/> | x | <b>Negative</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                               |                          |                          |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                               |                          |                          |   | <b>Positive</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                               |                          |                          |   | <p>Households with dependent children including pregnancies and victims of domestic abuse (the vast majority of which are women) are two cohorts which automatically receive 'priority need' for homelessness assistance, which will usually</p>                                                                                                                                                                                                                                                                                                                                                                                        |

|                                             |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------------------|--------------------------|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                             |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                            | involve the provision of emergency (temporary) accommodation. Proposals for additional funding to Survivors Against Domestic Abuse will extend the local service for a further year, benefiting those fleeing domestic abuse and includes provision of crisis intervention and accommodation as well as advice and support for those needing to remain safe in their homes.                                                                                                                                                                                                                                                                                                    |
| A person of a particular religion or belief | x                        | <input type="checkbox"/> | <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                   | Negative                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                             |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                             |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                            | Positive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                             |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| A person of a particular age                | <input type="checkbox"/> | <input type="checkbox"/> | x                                                                                                                                                                                                                                                                                                                                                                                                          | Negative                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                             |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                             |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                            | Positive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                             |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                            | Young people facing homelessness are particularly vulnerable and early interventions to prevent homelessness or provide appropriate support are incredibly valuable for life outcomes, particularly if a first experience of homelessness or rough sleeping can be prevented. 16% of main applicants owed a homelessness duty in 2024/25 were aged under 25. The proposal to extend funding for Herts Young Homeless by a further year will particularly benefit this cohort. Proposed funding for an expanded Lets4U service will provide additional accommodation options for this group (amongst others) who in particular struggle with securing affordable accommodation. |
| Transgender                                 | <input type="checkbox"/> | <input type="checkbox"/> | x                                                                                                                                                                                                                                                                                                                                                                                                          | Negative                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                             |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                             |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                            | Positive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                             |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                            | National evidence points to LGBTQ+ people being more at risk of homelessness, however local data suggests a very small number of LGBTQ+ people owed a homeless duty by the Council (3%), although with a significant non-response rate.                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 5 Results                                   |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                             | Yes                      | No                       |                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Were positive impacts identified?           | x                        | <input type="checkbox"/> | The proposals contained in this report will provide funding for prevention, support and accommodation for local households facing homelessness including those with multiple disadvantage. These households include some of our most vulnerable residents and positive impacts are identified for those living with a disability, women, young people and minority groups, as well as the wider community. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

|                                                                            |                          |                          |                                                                                                                                                                                                                                                                                                                             |
|----------------------------------------------------------------------------|--------------------------|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                            |                          |                          | Without assistance, many of these, and particularly those with multiple disadvantage, will continue to face ongoing barriers to positive life outcomes including repeated homelessness, poverty, ill health and lack of opportunity.                                                                                        |
| Are some people benefiting more than others?<br>If so explain who and why. | x                        | <input type="checkbox"/> | Interventions targeted at assisting homeless households, or those at risk of homelessness, will by their very nature disproportionately benefit those most likely to be at risk of homelessness ie those with support needs including disabilities, victims of abuse (who are more likely to be women) and minority groups. |
| Were negative impacts identified (what actions were taken)                 | <input type="checkbox"/> | x                        | .                                                                                                                                                                                                                                                                                                                           |

## 6. Consultation, decisions, and actions

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

n/a

Describe the decision on this activity

Continue with policy

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

| Action                                                                                       | Responsible person | Completion due date |
|----------------------------------------------------------------------------------------------|--------------------|---------------------|
| Regular monitoring of all service provision (as per contractual requirements where relevant) | Service managers   | ongoing             |

When, how and by whom will these actions be monitored?

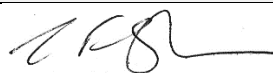
Monitoring and reporting in line with contractual arrangements and/or MHCLG funding requirements where relevant, otherwise internal monitoring will be undertaken.

## 7. Signatures

Assessor (Report Author)

Name: Tiranah Straughan

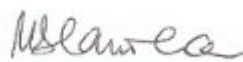
Signature\*\*



Validated by (relevant Senior Manager)

Name: Martin Lawrence

Signature\*\*



## Forward to the Policy & Strategy Team

Signature\*\* Daisy Harris

Assessment date: 26/08/2026

Review date: 26/08/2027

**\*\* Please type your name to allow forms to be sent electronically. Please send to [policy@north-herts.gov.uk](mailto:policy@north-herts.gov.uk) for review by the team.**

**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.**