Appendix 3 – Equality Impact Assessment

1. Name of activity:	Provision of a Rapid Prevention, Assessment and Resettlement service in North Herts
2. Main purpose of activity:	On-the-day emergency accommodation and intensive support for people sleeping rough and those at imminent risk of sleeping rough
3. List the information, data or evidence used in this assessment:	Ministry of Housing, Communities and Local Government (2025), *A National Plan to End Homelessness*. Available: www.gov.uk Public Health England (2020), *Health matters: rough sleeping*. Available: www.gov.uk Crisis, *Cost of Homelessness*. Available: www.crisis.org.uk Taylor, G., Vale, J., Gay Jackson, B., and Turtle, M. (2025) *Dying Homeless Project 2024*. Museum of Homelessness North Herts Council (2024) *Review of Homelessness in North Hertfordshire* Available: www.north-herts.gov.uk Stonewall (2024) *LGBT In Britain. Home and Communities*. London: Stonewall MHCLG, *Statutory homelessness live tables 2024-25*

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** Rough sleeping is associated with poor health outcomes, premature mortality, social exclusion and increased demand for NHS, social care and criminal justice services. The estimated cost of one person sleeping rough for 12 months is approximately £20,000. The proposed service will provide rapid interventions to provide a route off the streets, reduce risks associated with exposure, violence and exploitation, and improve access to support and accommodation. This will deliver positive benefits both for individuals and the wider community.
A person living with a disability	☐	☐	x	**Negative** **Positive** 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%). People

				sleeping rough are significantly more likely to experience mental ill health, learning disabilities, neurodiversity, physical disabilities and long-term health conditions. Around 41% of rough sleepers for instance have long-term physical health problems such as cardiovascular disease and diabetes. The proposed service will provide rapid assessment, access to emergency accommodation, referrals to specialist services and tailored support planning.
A person of a particular race	☐	☐	x	**Negative** **Positive** 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.
A person of a gay, lesbian or bisexual sexual orientation	☐	☐	x	**Negative** **Positive** National evidence points to LGBTQ+ people being at greater risk of homelessness and rough sleeping. 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.
A person of a particular sex, male or female, including issues around pregnancy and maternity	x	☐		**Negative** **Positive** Men comprise the majority of rough sleepers, whilst women experiencing rough sleeping often face heightened risks of violence, exploitation and domestic abuse. The service will provide rapid access to safe accommodation and specialist support pathways, benefitting both men and women and particularly those facing significant vulnerability.
A person of a particular religion or belief	x	☐	☐	**Negative** **Positive**
A person of a particular age	x	☐		**Negative** **Positive**

				Young adults experiencing rough sleeping are vulnerable to exploitation and long-term homelessness, whilst older rough sleepers may experience complex physical and mental health needs. Early intervention, assessment and resettlement support are expected to have positive impacts across all age groups.
Transgender	☐	☐	x	**Negative** **Positive** National evidence points to LGBTQ+ people being more at risk of homelessness and rough sleeping, 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

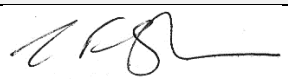
	Yes	No	
Were positive impacts identified?	x	☐	The proposal service will deliver significant positive impacts for people sleeping rough or at immediate risk of rough sleeping, offering emergency accommodation and intensive support. These individuals include some of our most vulnerable residents, mostly men but some women and across the age ranges. Positive impacts are also identified for those living with a disability and minority groups, as well as the wider community.
Are some people benefiting more than others? If so explain who and why.	x	☐	The service is particularly targeted at people sleeping rough or at immediate risk of rough sleeping and will therefore disproportionately benefit individuals experiencing severe social exclusion and multiple disadvantage (such as mental or physical ill health, substance abuse support needs, people at risk of abuse or exploitation).
Were negative impacts identified (what actions were taken)	☐	x	No significant negative equality impacts have been identified.

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 implementation of proposed service.
List all actions identified to address/mitigate negative impact or promote positively

Action	Responsible person	Completion due date
Regular monitoring of service provision (including as per contractual requirements)	Housing Register and Accommodation Manager	ongoing

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

Monitoring and reporting in line with contractual arrangements and MHCLG funding requirements.	
7. Signatures	
Assessor (Report Author)	
Name: Tiranan Straughan	Signature** 
Validated by (relevant Senior Manager)	
Name: Martin Lawrence	Signature** M Lawrence
Forward to the Policy & Strategy Team	
Signature** Daisy Harris	
Assessment date: 10/11/26	Review date: 02/06/27

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