Equality Impact Analysis (EIA)

Introduction: The EIA it is an effective way of improving decision making, policy development and service delivery by making sure that managers consider the needs of all service users, the community and employees. It is also designed to identify potential steps to promote equality and good relations and avoid unintentional discrimination. Please ensure you read the guidelines before completing this form.

Guidance Notes

Policy/Procedure	Homelessness and Rough Sleeping strategy
Service	Housing Options and Tenancy Accounts
Business unit	Housing and Communities
Your name	Christopher Pope
Email	chris.pope@nfdc.gov.uk
Title	Service Manager
Service manager's name	Christopher Pope

If you would like your service manager to receive a copy of this form, please enter their email address.

Service manager email	chris.pope@nfdc.gov.uk
Date completed	26/11/2025

1. What is the overall purpose and aim of the policy/project/practice or service?

To set out the strategic aims to reduce homelessness and rough sleeping in the New Forest.

2. What are the main aspects of the policy/project/practice or service where consideration of equality impacts and issues need to be incorporated?

1. Access to Services

Ensure that all individuals, regardless of protected characteristics, can access homelessness prevention and support services.
Consider barriers such as language, literacy, disability, and digital exclusion.

2. Assessment and Prioritisation

How priority is given for temporary accommodation or support must be fair and transparent.
Avoid criteria that indirectly disadvantage certain groups (e.g., requiring proof of local connection may impact refugees or victims of domestic abuse).

3. Accommodation Provision

Availability of suitable accommodation for:

People with disabilities (adapted properties).
Families with children.
Single women or men at risk of violence.
LGBTQ+ individuals who may need safe spaces.

4. Health and Wellbeing Support

Rough sleepers often have complex needs (mental health, substance misuse).
Ensure equal access to healthcare and support services for all groups, including those with disabilities or language barriers.

5. Communication and Engagement

Provide information in accessible formats (Easy Read, large print, Braille) and multiple languages.
Engage with diverse communities during strategy development to identify specific needs.

6. Safeguarding and Safety

Consider risks for vulnerable groups such as women, young people, and LGBTQ+ individuals in shared or temporary accommodation.
Policies should include measures to prevent harassment and discrimination.

7. Employment and Financial Support

Address barriers to employment and benefits for groups disproportionately affected by homelessness (e.g., ethnic minorities, disabled people).

8. Monitoring and Data Collection

Collect data on homelessness by protected characteristics to identify trends and address inequalities.
Use this data to inform policy adjustments and resource allocation.

3. Relevance Assessment - which group(s) of people (if any), do you think will, or potentially can be, affected by this policy/project/practice or service? Please state your reasons.

1. People with Disabilities

Reason: Individuals with physical or mental health conditions may require adapted accommodation and specialist support. Homelessness can exacerbate health inequalities.

2. Older People

Reason: Older adults may face barriers accessing services, especially if they have mobility issues or digital exclusion. They are also at higher risk of health complications when rough sleeping.

3. Young People (including Care Leavers)

Reason: Young people are disproportionately affected by homelessness due to family breakdown, lack of financial stability, and limited housing options.

4. Families with Children / Pregnant Women

Reason: Homelessness has severe impacts on child welfare and maternal health. Families often require priority for safe and suitable accommodation.

5. Victims of Domestic Abuse

Reason: Women and some men fleeing abuse often need urgent housing and safe spaces. They may have no local connection, which can affect eligibility.

6. Ethnic Minority Groups and Refugees

Reason: Language barriers, discrimination, and lack of local networks can increase vulnerability to homelessness and reduce access to support.

7. LGBTQ+ Individuals

Reason: LGBTQ+ people may experience family rejection or discrimination, increasing risk of homelessness and requiring safe, inclusive accommodation.

8. People with Substance Misuse or Mental Health Issues

Reason: These groups often face multiple disadvantages and require integrated health and housing support.

9. Low-Income Households

Reason: Economic disadvantage is a primary driver of homelessness; these households are most reliant on affordable housing and support services.

Please indicate if you think the impact is none, low, medium or high?

Age	Sex	Religion or Belief	Disability	Race	Sexual Orientation	Marriage/Civil partnership	Gender reassignment	Maternity and Pregnancy
Low	None	Low	Low	None	Low	None	Low	Low