

### 3<sup>rd</sup> Sector Investment Fund: Homelessness and Home Safety

#### IMPACT ON AGE, DISABILITY, GENDER REASSIGNMENT, MARRIAGE and CIVIL PARTNERSHIP, PREGNANCY and MATERNITY, RACE, RELIGION/BELIEF, SEX and SEXUAL ORIENTATION

**Low/Medium/High:** This refers to how relevant decision to fund (or not) the organisation is to the protected characteristic affected  
**+ or – or / :** This refer to whether the decision to fund (or not) the organisation will have a positive, negative, or neutral effect on the protected characteristic

<b>Area: AGE</b>			
<b>Positive impact:</b> All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents from all age groups.			
<b>Negative impact:</b> not all applications could be recommended for funding			
<b>How negative impact will be addressed:</b> Service agreements will include a requirement (and in many cases a specific target) of targeting services to different communities in the borough. Organisations will need to demonstrate how they have considered reaching residents across all age groups. Monitoring data will identify the proportion of services being taken up by users from all age groups, unless it is an age specific service. Where there appears to be a discrepancy between service take up in comparison with the borough profile, organisations will be given improvement targets to address the imbalance.			
<b>Organisations recommended for funding – impact on AGE</b>			
<b>organisation</b>	<b>Commentary/Impact</b>	<b>L / M / H</b>	<b>+ or -</b>
H&F Citizens Advice Bureau (The ROOF project)	High volume of users (8000 over 4 years), reasonably reflecting the borough’s profile, with some focus on young and working age people.	<b>High</b>	<b>+</b>
Bishop Creighton House (Homelessness Prevention)	3% of users are expected to be from 5-25 age groups, otherwise reasonable spread of anticipated users of all ages; reasonably reflected the borough profile.	<b>Medium</b>	<b>+</b>

<b>Organisations not recommended for funding – impact on AGE</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Advance (Minerva Project)	Mostly targeting young people and adults (87% of service users between 18 and 49). Does not significantly affect other age groups. Overall user numbers quite small (300 over 4 years).	<b>Low</b>	-
Broadway (Homelessness Prevention)	50% of expected service users in 18-49 age groups, some spread over other age groups. Advice on housing issues for individuals and families at risk of homelessness will also be provided by the Roof/CAB service that is recommended for funding, as well as H&F Advice and Housing Advice & Assessment Teams.	<b>Medium</b>	-
H&F Law Centre (Homelessness Prevention Service)	60% of expected service users in 25-49 age group, some spread over other age groups. Legal advice on housing issues for individuals and families at risk of homelessness will also be provided by the Roof/CAB service that is recommended for funding, advice is also available through H&F Advice and Housing Advice & Assessment Teams.	<b>Medium</b>	-
Staying Put (Homelessness Prevention Service)	Nearly half of all service users are expected to be from the 25-49 age group, some spread over other age groups. Some accessible alternative services are available.	<b>Low to Medium</b>	-
Staying Put (Home Safety project)	This service specifically targets the needs of older people, 100% of users are expected to be over 50 years old, 36% of them over 85. Some accessible alternative services are available and a similar service is already being funded through 3SIF under the Homelessness and Home Safety specification.	<b>Medium</b>	-

### **Area: DISABILITY**

**Positive impact:** All services recommended for funding are expected to be fully accessible. All services are expected to support service users to improve their physical and emotional wellbeing and to encourage healthy lifestyles. Services are expected to help reduce social isolation and increase quality of life which is expected to have a positive effect on people with disabilities.

**Negative impact:** Not all services expecting to provide services to disabled could be recommended for funding.

**How negative impact will be addressed:** Service agreements will stress the importance of accommodating all residents and their need. Service outcomes for people with disabilities will be monitored and discrepancies will be addressed as and when necessary. Monitoring data

will identify the proportion of services being taken up by disabled residents. Where there appears to be a discrepancy between service take up by disabled people in comparison with the borough profile, organisations will be given improvement targets to address the imbalance.

#### **Organisations recommended for funding – impact on DISABILITY**

<b>Organisation</b>	<b>Impact</b>	<b>L / M / H</b>	<b>+ or -</b>
H&F Citizens Advice Bureau (The ROOF project)	Figures submitted show that about 37% of beneficiaries will be disabled people, including 21% people with long term health conditions.	<b>High</b>	<b>+</b>
Bishop Creighton House (Homelessness Prevention)	Figures submitted indicate that 32% of beneficiaries are expected to be disabled people or living with a long term health condition, and overall user numbers are quite high (1855 over 4 years).	<b>High</b>	<b>+</b>

#### **Organisations not recommended for funding – impact on DISABILITY**

<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Advance (Minerva Project)	Figures submitted show that about 67% of beneficiaries are expected to have mental health needs (other disabilities or long-term conditions not disclosed), but overall service user numbers are quite small (300 over 4 years). Advice on housing issues for individuals and families at risk of homelessness will also be provided by the Roof/CAB service that is recommended for funding, as well as H&F Advice and Housing Advice & Assessment Teams.	<b>Medium</b>	<b>-</b>
Broadway (Homelessness Prevention)	Figures submitted indicate that about 32% of beneficiaries are expected to be disabled people or living with a long term health condition, but overall user numbers are quite small (400 over 4 years), and other advice services are available.	<b>Medium</b>	<b>-</b>
H&F Law Centre (Homelessness Prevention Service)	Figures submitted indicate that <u>all</u> potential service users are expected to be disabled or living with a long term health condition. The body of the application, however, did not contain sufficient evidence as to how such an exceptionally high level (828 over 4 years) would be achieved. The application did not detail how the service would be promoted and made accessible to the widest possible range of local residents. The negative impact of not recommending this service could potentially be quite high, but the application does not evidence how such a high number of users could be made to benefit, therefore the relevance to disabled people was classified as medium, although it might also reasonably be assessed as low given the lack of sufficient data supplied by the applicant.	<b>Medium</b>	<b>-</b>
Staying Put	Figures submitted indicate that about 45% of beneficiaries are expected to be disabled	<b>Medium</b>	<b>-</b>

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(Homelessness Prevention Service)	people or living with a long term health condition. Some accessible alternative services are available.		
Staying Put (Home Safety project)	Figures submitted show that about 84% of potential service users are expected to be disabled or living with a long term health condition. Some accessible alternative services are available and a similar service is already being funded through 3SIF under the Homelessness and Home Safety specification.	<b>Medium</b>	<b>+</b>

**Area: GENDER REASSIGNMENT**

**Positive impact:** All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents, including people who are transitioning or who have transitioned. Specific information on this area was not requested as part of the application process, because the application process started in October 2010 and this information was not a requirement at the time. This area will be closely monitored as part of beneficiary monitoring data that will be submitted under each service level agreement. We will also ensure that this area is included in the Equal Opportunities Policies of all organisations recommended for funding.

**Negative impact:** none identified

**How negative impact will be addressed:** n/a

**Organisations recommended for funding – impact on GENDER REASSIGNMENT**

<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
H&F Citizens Advice Bureau (The ROOF project)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Bishop Creighton House (Homelessness Prevention)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**Organisations not recommended for funding – impact on GENDER REASSIGNMENT**

<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Advance (Minerva)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

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Project)			
Broadway (Homelessness Prevention)	N/A	N/A	N/A
H&F Law Centre (Homelessness Prevention Service)	N/A	N/A	N/A
Staying Put (Homelessness Prevention Service)	N/A	N/A	N/A
Staying Put (Home Safety project)	N/A	N/A	N/A

**Area: MARRIAGE AND CIVIL PARTNERSHIP**

**Positive impact:** All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of local residents. No applications were received that proposed a service targeting specifically people who are married or living in civil partnerships. Specific information on this area was not requested as part of the application process, because the application process started in October 2010 and this information was not a requirement at the time. This area will be closely monitored as part of beneficiary monitoring data that will be submitted under each service level agreement. We will also ensure that this area is included in the Equal Opportunities Policies of all organisations recommended for funding. Marriage and civil partnership could be an issue in some cases of homelessness, ie where people need to be housed together, and we will address this with the successful applicants where necessary as part of the monitoring process.

**Negative impact:** none

**How negative impact will be addressed:** n/a.

**Organisations recommended for funding – impact on MARRIAGE and CIVIL PARTNERSHIP**

Organisation		L / M / H	+ or -
H&F Citizens Advice Bureau (The ROOF project)	N/A	N/A	N/A
Bishop Creighton House	N/A	N/A	N/A

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(Homelessness Prevention)			
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**Organisations not recommended for funding – impact on MARRIAGE and CIVIL PARTNERSHIP**

<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Advance (Minerva Project)	N/A	N/A	N/A
Broadway (Homelessness Prevention)	N/A	N/A	N/A
H&F Law Centre (Homelessness Prevention Service)	N/A	N/A	N/A
Staying Put (Homelessness Prevention Service)	N/A	N/A	N/A
Staying Put (Home Safety project)	N/A	N/A	N/A

**Area: PREGNANCY AND MATERNITY**

**Positive impact:** All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of local residents. No applications were received that proposed a service targeting specifically the needs of women who are pregnant or on maternity leave. No applications were received that proposed a service targeting specifically people who are married or living in civil partnerships. Specific information on this area was not requested as part of the application process, because the application process started in October 2010 and this information was not a requirement at the time. This area will be closely monitored as part of beneficiary monitoring data that will be submitted under each service level agreement. We will also ensure that this area is included in the Equal Opportunities Policies of all organisations recommended for funding. Pregnancy and Maternity could be an issue in some cases of homelessness, ie where people need to be housed urgently, and we will address this with the successful applicants where necessary as part of the monitoring process.

**Negative impact: none identified**

**How negative impact will be addressed: n/a**

**Organisations recommended for funding – impact on PREGNANCY and MATERNITY**

<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
H&F Citizens Advice Bureau (The ROOF project)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Bishop Creighton House (Homelessness Prevention)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**Organisations not recommended for funding – impact on PREGNANCY and MATERNITY**

<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Advance (Minerva Project)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Broadway (Homelessness Prevention)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
H&F Law Centre (Homelessness Prevention Service)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Staying Put (Homelessness Prevention Service)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Staying Put (Home Safety project)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

<b>Area: RACE</b>			
<b>Positive impact:</b> All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents from BME groups.			
<b>Negative impact:</b> Possibly, the absence of specialist services targeting a particular ethnic community may lead to them not having very specific needs met in their preferred way, as they will have to access mainstream services. This could mean having to access a mainstream service with an interpreter instead of having a specialist service available where support can be provided directly by someone who speaks the service users' language.			
<b>How negative impact will be addressed:</b> Service agreements will include a requirement (and in many cases a specific target) of targeting services to different communities in the borough. Organisations will need to demonstrate how they have considered language and cultural barriers to service uptake, and how these barriers have been effectively addressed. Monitoring data will identify the proportion of services being taken up by users from different racial backgrounds. Where there appears to be a discrepancy between service take up in comparison with the borough profile, organisations will be given improvement targets to address the imbalance.			
<b>Organisations recommended for funding – impact on RACE</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
H&F Citizens Advice Bureau (The ROOF project)	Figures submitted with the application show that many BME service users will benefit from accessing this service, about 30% BME users are expected, plus 10% users from an Irish background.	<b>High</b>	<b>+</b>
Bishop Creighton House (Homelessness Prevention)	Figures submitted indicate that 41% of beneficiaries are expected to be from BME communities, plus 14% users from an Irish background.	<b>High</b>	<b>+</b>

<b>Organisations not recommended for funding – impact on RACE</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Advance (Minerva Project)	Figures submitted indicate that about 50% of beneficiaries are expected to be from BME communities, plus 9% users from an Irish background, but overall user numbers are quite small (300 over 4 years). Advice on housing issues for individuals and families at risk of	<b>Medium</b>	<b>-</b>



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	homelessness will also be provided by the Roof/CAB service that is recommended for funding, as well as H&F Advice and Housing Advice & Assessment Teams.		
Broadway (Homelessness Prevention)	Figures submitted indicate that about 58% of beneficiaries are expected to be from BME communities, plus 9% users from an Irish background, but overall user numbers are quite small (400 over 4 years), and a range of alternative inclusive advice services is available.	Medium	-
H&F Law Centre (Homelessness Prevention Service)	Figures submitted indicate that about 60% of beneficiaries are expected to be from BME communities, plus 5% users from an Irish background, provided these figures are achievable (see comments in disability section). Legal advice on housing issues for individuals and families at risk of homelessness will also be provided by the Roof/CAB service that is recommended for funding, as well as H&F Advice and Housing Advice & Assessment Teams.	Medium to High	-
Staying Put (Homelessness Prevention Service)	Figures submitted indicate that about 52% of beneficiaries are expected to be from BME communities, plus 3% users from an Irish background. Some accessible alternative services are available.	Medium	-
Staying Put (Home Safety project)	Figures submitted with the application show that about 14% BME users are expected, plus 9% users from an Irish background. This is reasonable reflection of the borough profile in that particular age group. Some accessible alternative services are available and a similar service is already being funded through 3SIF under the Homelessness and Home Safety specification.	Medium	-

<b>Area: RELIGION/BELIEF (including non-belief)</b>			
<b>Positive impact:</b> All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents from different faith/non faith groups. No applications targeting service users from a particular faith community were received. Community Investment will try to ensure that as many as possible of these groups are informed about future funding opportunities, in case they feel that these funding opportunities are not relevant for them .			
<b>Negative impact:</b> none identified			
<b>How negative impact will be addressed:</b> n/a			
<b>Organisations recommended for funding – impact on RELIGION/BELIEF (including non-belief)</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>

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H&F Citizens Advice Bureau (The ROOF project)	N/A	N/A	N/A
Bishop Creighton House (Homelessness Prevention)	N/A	N/A	N/A

<b>Organisations not recommended for funding – impact on RELIGION/BELIEF (including non-belief)</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Advance (Minerva Project)	N/A	N/A	N/A
Broadway (Homelessness Prevention)	N/A	N/A	N/A
H&F Law Centre (Homelessness Prevention Service)	N/A	N/A	N/A
Staying Put (Homelessness Prevention Service)	N/A	N/A	N/A
Staying Put (Home Safety project)	N/A	N/A	N/A

**Area: SEX**

**Positive impact:** All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents, all of the recommended services anticipate an very high take up of female service users.

**Negative impact:** some of the services not recommended for funding have a high percentage of female potential service users

**How negative impact will be addressed:** Service agreements will stress the importance of accommodating all residents and their need, including male/female service take up. Monitoring data will identify the proportion of services being taken up by male/female service users. Where there appears to be a discrepancy between service take up in comparison with the borough profile, organisations will be given improvement targets to address the imbalance, unless the nature of the service means that it is targeting specific needs (ie more women than men survive into old age, so services targeting over 75s are more likely to have a higher number of female service users).

**Organisations recommended for funding – impact on SEX**

<b>Organisation</b>	<b>Positive impact</b>	<b>L / M / H</b>	<b>+ or -</b>
H&F Citizens Advice Bureau (The ROOF project)	62% of beneficiaries are expected to be female.	<b>High</b>	<b>+</b>
Bishop Creighton House (Homelessness Prevention)	70% of service users are expected to be female, 30% male.	<b>High</b>	<b>+</b>

**Organisations not recommended for funding – impact on SEX**

<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Advance (Minerva Project)	100% of beneficiaries are expected to be female. Overall service user numbers quite small (300 over 3 years). Advice on housing issues for individuals and families at risk of homelessness will also be provided by the Roof/CAB service that is recommended for funding, as well as H&F Advice and Housing Advice & Assessment Teams.	<b>Medium to High</b>	<b>-</b>
Broadway (Homelessness)	15% of beneficiaries are expected to be female. Advice on housing issues for individuals and families at risk of homelessness will also be provided by the Roof/CAB service that is	<b>Low</b>	<b>-</b>

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Prevention)	recommended for funding, as well as H&F Advice and Housing Advice & Assessment Teams.		
H&F Law Centre (Homelessness Prevention Service)	48% of service users are anticipated to be male and 52% female. Legal advice on housing issues for individuals and families at risk of homelessness will also be provided by the Roof/CAB service that is recommended for funding, as well as H&F Advice and Housing Advice & Assessment Teams.	<b>Low</b>	-
Staying Put (Homelessness Prevention Service)	50% of service users are anticipated to be male and 50% female. Advice on housing issues for individuals and families at risk of homelessness will also be provided by the Roof/CAB service that is recommended for funding, as well as H&F Advice and Housing Advice & Assessment Teams.	<b>Low</b>	-
Staying Put (Home Safety project)	74% of beneficiaries are expected to be female. Some accessible alternative services are available and a similar service is already being funded through 3SIF under the Homelessness and Home Safety specification.	<b>Medium</b>	-

**Area: SEXUAL ORIENTATION**

**Positive impact:** All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents. No applications were received that proposed a service targeting a user group of a specific sexual orientation. All applicants operate their own standard Equal Opportunities Policy or have agreed to adhere to the Council's. Community Investment will try to ensure that as many as possible of these groups are informed about future funding opportunities, in case they feel that these funding opportunities are not relevant for them .

**Negative impact:** none identified

**How negative impact will be addressed:** n/a

**Organisations recommended for funding – impact on SEXUAL ORIENTATION**

<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
H&F Citizens Advice Bureau (The ROOF project)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Bishop Creighton House (Homelessness Prevention)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

<b>Organisations not recommended for funding – impact on SEXUAL ORIENTATION</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Advance (Minerva Project)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Broadway (Homelessness Prevention)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
H&F Law Centre (Homelessness Prevention Service)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Staying Put (Homelessness Prevention Service)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Staying Put (Home Safety project)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>