

## H&F EQUALITY IMPACT ANALYSIS TOOL

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### CONDUCTING AN EQUALITY IMPACT ANALYSIS

AN EIA IS AN IMPROVEMENT PROCESS WHICH HELPS TO DETERMINE WHETHER OUR POLICIES, PRACTICES, OR NEW PROPOSALS WILL IMPACT ON, OR AFFECT DIFFERENT GROUPS OR COMMUNITIES. IT ENABLES OFFICERS TO ASSESS WHETHER THE IMPACTS ARE POSITIVE, NEGATIVE, OR UNLIKELY TO HAVE A SIGNIFICANT IMPACT ON EACH OF THE PROTECTED CHARACTERISTIC GROUPS.

THE TOOL IS INFORMED BY THE [PUBLIC SECTOR EQUALITY DUTY](#) WHICH CAME INTO FORCE IN APRIL 2011. THE DUTY HIGHLIGHTS THREE AREAS IN WHICH PUBLIC BODIES MUST SHOW COMPLIANCE. IT STATES THAT A PUBLIC AUTHORITY MUST, IN THE EXERCISE OF ITS FUNCTIONS, HAVE DUE REGARD TO THE NEED TO:

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- 1. ELIMINATE DISCRIMINATION, HARASSMENT, VICTIMISATION, AND ANY OTHER CONDUCT THAT IS PROHIBITED UNDER THE EQUALITY ACT 2010**

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**2. ADVANCE EQUALITY OF OPPORTUNITY BETWEEN PERSONS WHO SHARE A RELEVANT PROTECTED CHARACTERISTIC AND PERSONS WHO DO NOT SHARE IT**

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**3. FOSTER GOOD RELATIONS BETWEEN PERSONS WHO SHARE A RELEVANT PROTECTED CHARACTERISTIC AND PERSONS WHO DO NOT SHARE IT**

WHILST WORKING ON YOUR EQUALITY IMPACT ASSESSMENT, YOU MUST ANALYSE YOUR PROPOSAL AGAINST THESE THREE TENETS.

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**GENERAL POINTS**

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1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
  2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
  3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.

4. WHERE DEALING WITH OBVIOUS EQUALITIES ISSUES E.G. CHANGING SERVICES TO DISABLED PEOPLE/CHILDREN, TAKE CARE NOT TO LOSE SIGHT OF OTHER LESS OBVIOUS ISSUES FOR OTHER PROTECTED GROUPS.

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5. IF YOU ALREADY KNOW THAT YOUR DECISION IS LIKELY TO BE OF HIGH RELEVANCE TO EQUALITY AND/OR BE OF HIGH PUBLIC INTEREST, YOU SHOULD CONTACT THE STRATEGY & COMMUNITIES TEAM FOR SUPPORT.

FURTHER ADVICE AND GUIDANCE CAN BE ACCESSED ONLINE AND ON THE INTRANET:

[HTTPS://WWW.GOV.UK/GOVERNMENT/PUBLICATIONS/PUBLIC-SECTOR-EQUALITY-DUTY](https://www.gov.uk/government/publications/public-sector-equality-duty)

[HTTPS://OFFICESHAREDSERVICE.SHAREPOINT.COM/SITES/GOVERNANCE/SITEPAGES/REPORTS.AS  
PX](https://officesharedservice.sharepoint.com/sites/governance/sitepages/reports.aspx)

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#### H&F Equality Impact Analysis Tool

OVERALL INFORMATION	DETAILS OF FULL EQUALITY IMPACT ANALYSIS
FINANCIAL YEAR AND QUARTER	Q2 / 2025/26
NAME AND DETAILS OF POLICY, STRATEGY, FUNCTION, PROJECT, ACTIVITY, OR PROGRAMME	TITLE OF EIA: SEMI INDEPENDENT LIVING (SIL) CONTRACT VARIATION SHORT SUMMARY: VARIATION OF SUPPORT CONTRACT FOR SEMI-INDEPENDENT LIVING (SIL) SERVICES FOR YOUNG PEOPLE AT RISK (YPAR) OF BECOMING HOMELESS, SIXTEEN AND SEVENTEEN-YEAR-OLD CHILDREN LOOKED AFTER AND CARE LEAVERS ACROSS HAMMERSMITH AND FULHAM TO EXTEND FOR A FURTHER THREE MONTHS. THIS INCLUDES VARIATION OF HOUSING MANAGEMENT AGREEMENT (HMA) FOR THREE COUNCIL-OWNED SITES USED AS SIL TO EXTEND FOR A FURTHER THREE MONTHS.
LEAD OFFICER	NAME: SOPHIE VEITCH POSITION: SENIOR COMMISSIONING AND TRANSFORMATION LEAD EMAIL: SOPHIE.VEITCH@LBHF.GOV.UK

	Telephone No: 07876855124
DATE OF COMPLETION OF FINAL EIA	21 / 07 / 2025

SECTION 02	SCOPING OF FULL EIA		
PLAN FOR COMPLETION	TIMING: AUTUMN 2024/25 RESOURCES: CHILDREN'S COMMISSIONING, CHILDREN LOOKED AFTER AND LEAVING CARE, HOUSING MANAGEMENT		
ANALYSE THE IMPACT OF THE POLICY, STRATEGY, FUNCTION, PROJECT, ACTIVITY, OR PROGRAMME	The recommendation to vary the semi-independent living (SIL) services for care experienced young people, 16 years old and over, and young people at risk (YPAR) of becoming homeless across the London Borough of Hammersmith and Fulham for a further three months under the current contract terms whilst mobilisation of a new contract following an open tender is concluded. This includes extending the existing Housing Management Agreement (HMA) for three Council owned properties. This service provides young people with a supportive home within their local community whilst they build a range of life skills to enable them to make a successful transition to living independently when they feel ready to do so.		
	<b>Protected characteristic</b>	<b>Analysis</b>	<b>Impact: Positive, Negative, Neutral</b>
	Age	This contract award will particularly impact on young people who are currently looked after or leaving the care system, and young people at risk of homelessness, by providing them with a supportive home whilst they build the skills required to move on into independence.	Positive
	Disability	No impact	Neutral
	Gender reassignment	As part of the contract delivery, there will be opportunities to develop more bespoke provision to ensure we are meeting the needs of all of our young people, such as creating LGBTQ-friendly provision.	Positive
	Marriage and Civil Partnership	No impact	Neutral
	Pregnancy and maternity	No impact	Neutral
	Race	This service will enhance the support available to young people from all backgrounds and cultures to reflect the diversity of our cohort through the delivery of an inclusive service which is tailored to individual needs.	Positive

	Religion/belief (including non-belief)	The services will continue to mark the cultural and religious events celebrated by our young people eg. Christmas, Eid and Diwali.	Positive
	Sex	The provider will be expected to tailor provision to meet the needs of our young people, for example by having female-only spaces.	Positive
	Sexual Orientation	As part of the contract delivery, there will be scope to develop bespoke SIL services to ensure we are meeting the needs of all of our young people, such as creating LGBTQ-friendly provision.	Positive
	Care Experienced as a Protected Characteristic	This service will enhance the support available to care experienced young people as they move on to adulthood, providing them with a supportive home within their local community whilst they build the skills required to transition to living independently.	Positive
<p><b>Human Rights or Children's Rights</b>  <i>If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice</i></p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998?  No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)?  No</p>			

<b>SECTION 03</b>	<p><b>ANALYSIS OF RELEVANT DATA</b>  EXAMPLES OF DATA CAN RANGE FROM CENSUS DATA TO CUSTOMER SATISFACTION SURVEYS. DATA SHOULD INVOLVE SPECIALIST DATA AND INFORMATION AND WHERE POSSIBLE, BE DISAGGREGATED BY DIFFERENT EQUALITY STRANDS.</p>
<b>DOCUMENTS AND DATA REVIEWED</b>	<p>Research has shown that the outcomes for care experienced young people are poor compared with those of children who have never been in care, including risk of homelessness, contact with the criminal justice system, and worse physical and mental health outcomes. <a href="https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/674242/independent-review-of-childrens-social-care-final-report.pdf">Independent review of children's social care - final report (publishing.service.gov.uk)</a></p>

	<p>Similarly, young people who are at risk of, or have experienced, homelessness often have poorer outcomes than those who have had a stable home, including mental health issues, substance misuse and lower participation in employment, education or training. <a href="http://jrf.org.uk">Youth homelessness in the UK   Joseph Rowntree Foundation (jrf.org.uk)</a></p> <p>Supported accommodation aims to support young people to develop their independence and prepare for adult life while keeping them safe in a homely and nurturing environment. Ofsted carried out a rapid review of young people's experiences and views of supported accommodation, highlighting some of the issues with current provision and recommendations for improvement. They emphasised the importance of providing tailored, personalised support which is adapted and fluctuates according to the young person's needs and takes into consideration their wants.</p> <p><a href="http://www.gov.uk">A rapid review of evidence on supported accommodation - GOV.UK (www.gov.uk)</a></p> <p>Extending the contract for SIL services and HMA will ensure that we continue to meet the needs of our care experienced young people and young people at risk of homelessness by providing them with a stable home, with consistent and bespoke support which meets their needs and enables them to develop the life skills required to move on into their own homes, when they feel ready, and thrive as healthy, happy adults.</p>
NEW RESEARCH	N/A

SECTION 04	CONSULTATION
CONSULTATION	The current SIL contract was designed in consultation with young people living in SIL as well as care experienced young people involved in the 'Young Inspectors Programme'. Young people have been consulted with as part of the procurement process and will continue to be involved during the mobilisation of the new contract.
ANALYSIS OF CONSULTATION OUTCOMES	
	As above

SECTION 05	ANALYSIS OF IMPACT AND OUTCOMES
ANALYSIS	N/A

SECTION 06	REDUCING ANY ADVERSE IMPACTS AND RECOMMENDATIONS
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<b>OUTCOME OF ANALYSIS</b>	<i>No adverse impacts</i>
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<b>SECTION 07</b>	<b>ACTION PLAN</b>					
<b>ACTION PLAN</b>	<i>Note: You will only need to use this section if you have identified actions as a result of your analysis</i>					
	<i>Issue identified</i>	<i>Action (s) to be taken</i>	<i>When</i>	<i>Lead officer and department</i>	<i>Expected outcome</i>	<i>Date added to business/service plan</i>

<b>SECTION 08</b>	<b>AGREEMENT, PUBLICATION AND MONITORING</b>					
<b>SENIOR MANAGERS' SIGN-OFF</b>	NAME: SARAH BRIGHT POSITION: DIRECTOR – COMMISSIONING AND TRANSFORMATION EMAIL: SARAH.BRIGHT@LBHF.GOV.UK  Telephone No: 07768251218 CONSIDERED AT RELEVANT DMT: YES					
<b>KEY DECISION REPORT (IF RELEVANT)</b>	N/A					
<b>EQUALITIES ADVICE (WHERE INVOLVED)</b>	NAME: POSITION: DATE ADVICE / GUIDANCE GIVEN: EMAIL: TELEPHONE NO:					