Appendix 2: Temporary Accommodation Placement Policy
Equality Impact Assessment

Gedling Borough Council Temporary Accommodation Placement Policy	
The main objective of Gedling Borough Council Temporary Accommodation Placement Policy	The Temporary Accommodation Placement Policy sets out Gedling Borough Council's approach to securing and providing suitable temporary accommodation for individuals and families experiencing homelessness. This is the Council's first Temporary Accommodation Placement Policy. It establishes a published framework for prioritisation, suitability, placement management and ending placements. This assessment considers foreseeable equality impacts, proposed safeguards and arrangements for monitoring actual outcomes. The assessment considers eliminating unlawful discrimination, harassment and victimisation, advancing equality of opportunity and fostering good relations. It identifies opportunities for accessible services, needs-led decisions and safe placements; it does not assume that consistent treatment produces equal outcomes.
What impact will the Temporary Accommodation Placement Policy have on the following groups? Please note that you should consider both external and internal impact: • External (e.g. stakeholders, residents, local businesses etc.) • Internal (staff)	

Gedling Borough Council

Please use only 'Yes' where applicable. 'Yes' under Negative identifies a potential adverse impact before safeguards, not a finding of unlawful treatment or a measured high impact. Common benefits and safeguards are summarised below.		Negative	Positive	Neutral	Comments
Gender	External	Yes	.		Shared facilities, privacy, safety, sleeping arrangements and disruption to caring responsibilities may affect households differently. Assess individual needs and risks without assumptions based on gender, including whether sharing arrangements are appropriate.
	Internal			Yes	The policy primarily concerns the placement of households in temporary accommodation. No specific differential impact on staff has been identified in this assessment.
Gender Reassignment	External	Yes			Shared facilities, reduced privacy, harassment risks and loss of support networks may cause disadvantage. Assess safety, privacy and support needs individually and protect confidential information.
	Internal			Yes	The policy primarily concerns the placement of households in temporary accommodation. No specific differential impact on staff has been identified in this assessment.
Age	External	Yes			Out-of-area placements and repeated moves may disrupt education, childcare, care and support. Space, sleeping arrangements and facilities may affect children's welfare. Assess these needs and, for older applicants, accessibility, mobility

					and continuity of care, without assumptions based on age.
	Internal			Yes	The policy primarily concerns the placement of households in temporary accommodation. No specific differential impact on staff has been identified in this assessment.
Marriage and civil partnership	External			Yes	No specific differential impact attributable to marital or civil partnership status has been identified however this is not a verified outcome. Assess household composition and accommodation needs without assumptions about relationships.
	Internal			Yes	The policy primarily concerns the placement of households in temporary accommodation. No specific differential impact on staff has been identified in this assessment.
Disability	External	Yes			Inaccessible accommodation, unsuitable facilities, communication barriers and separation from care or specialist support may cause substantial disadvantage. Assess mobility, sensory, cognitive and mental health needs, adaptations and reasonable adjustments. Limited specialist supply does not remove the requirement to secure suitable accommodation, including interim accommodation.
	Internal			Yes	The policy primarily concerns the placement of households in temporary accommodation. No specific differential impact on staff has been identified in this assessment.
Race and Ethnicity	External				Language barriers, racial harassment and separation from community or specialist support may affect access and placement suitability.

		Yes			Identify communication and cultural needs individually; provide appropriate interpreting or translated information where needed and consider safety and support links.
	Internal			Yes	The policy primarily concerns the placement of households in temporary accommodation. No specific differential impact on staff has been identified in this assessment.
Sexual Orientation	External	Yes			Harassment, reduced privacy and loss of established support may cause disadvantage. Assess safety, privacy and support needs without assumptions about orientation or relationships; record necessary arrangements without unnecessary disclosure of personal information.
	Internal			Yes	The policy primarily concerns the placement of households in temporary accommodation. No specific differential impact on staff has been identified in this assessment.
Religion or Belief (or no Belief)	External	Yes			Location, shared facilities and limited food preparation or storage may affect worship, community support, privacy or dietary observance. Identify individual requirements without assuming beliefs or practices, consider workable arrangements and assess suitable alternatives where necessary.
	Internal			Yes	The policy primarily concerns the placement of households in temporary accommodation. No specific differential impact on staff has been identified in this assessment.
Pregnancy and Maternity	External	Yes			Travel, stairs, shared facilities and repeated moves may disrupt maternity care and support. Assess access, privacy, cot space, infant

					equipment, cooking and laundry needs; review suitability as needs changes, including after childbirth. The B&B safeguard below applies.
	Internal			Yes	The policy primarily concerns the placement of households in temporary accommodation. No specific differential impact on staff has been identified in this assessment.
Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low-income staff etc.). Please state the group/s:	External	Yes			Care leavers, people fleeing domestic abuse, refugees, low-income households and those experiencing rural isolation or digital exclusion may face additional costs, isolation, access barriers or loss of support. Assess safety, affordability, essential services and overlapping needs, and identify practical and communication support.
	Internal			Yes	The policy primarily concerns the placement of households in temporary accommodation. No specific differential impact on staff has been identified in this assessment.

Is there any evidence of a high disproportionate adverse or positive impact on any groups?	Not established		There is no developed evidence base establishing high disproportionate adverse or positive impacts. The assessment identifies foreseeable risks rather than measured outcomes. A published, needs-led framework offers potential benefits through clearer and more consistent decisions, but these are not demonstrated positive outcomes for all groups. Potential adverse effects include disruption to care, education and support, additional essential costs, isolation,

			reduced privacy and repeated moves. The safeguards below are intended to reduce those effects. Their effectiveness and any remaining differential impacts will be assessed through casework, monitoring and review after implementation. Priorities for local accommodation, medical criteria, occupancy arrangements and decisions about moves or ending placements may have different effects on households. These provisions must be applied lawfully, with individual needs and relevant discretion considered. Monitoring will inform policy changes where adverse effects emerge; it does not replace consideration of foreseeable impacts when the policy is adopted.
Is there an opportunity to mitigate or alleviate any such impacts?	Yes		Common safeguards: assess and record each household's needs, equality considerations, affordability (including essential travel and food costs), suitability reasons, reasonable adjustments and alternatives considered. Consider continuity of care, education and support. Provide accessible information, appropriate interpreting and confidential routes to raise concerns. Review suitability when circumstances change and act immediately to secure a suitable alternative if accommodation is unsuitable. Supply constraints do not remove the suitability requirement, including for interim placements. B&B safeguard: for households with family commitments, including dependent children or a pregnant woman, accommodation within the Homelessness (Suitability of Accommodation) (England) Order 2003 definition of B&B may be used only where no alternative accommodation is available and for no more than six weeks in total. Seek suitable alternatives immediately; six weeks is a maximum,

			not a target. Individual suitability remains necessary throughout. Use placement records, complaints, reviews and household feedback to test safeguards and inform procurement of accessible, self-contained and local accommodation. These measures are intended to reduce adverse effects; they do not establish that all effects have been eliminated.
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes		This is a prospective assessment of the Council's first placement policy. No developed equality outcomes evidence base is available. This assessment does not rely on a completed historical equality analysis or consultation exercise: the impacts identified are foreseeable risks, not findings from such work. For general service context, there were 37 households in temporary accommodation (8 in B&B) at the end of October 2025 and 35 (12 in B&B) at the end of October 2026; recorded 2026/27 average stays are 234 days for non-B&B and 30 days for B&B placements. These aggregate figures do not establish differential equality outcomes or compliance with individual B&B limits. The extent and frequency of differential impacts cannot currently be quantified. Recognising this limitation, the proposed approach is to adopt a clear framework with individual suitability assessments and the safeguards identified above, then develop the evidence base through proportionate monitoring of placements, complaints, suitability concerns and household feedback. Lack of a developed evidence base is not, by itself, a reason to defer adoption. Any specific concern indicating an unlawful

			provision or unsuitable placement must be addressed without waiting for monitoring results.
Planned Actions	Timeframe	Success Measure	Responsible Officer
Develop proportionate monitoring using placement records, relevant household needs, complaints and suitability concerns. Identify recording gaps and practical improvements as the evidence base develops.	During implementation; initial assessment of monitoring information within 3 months.	Initial monitoring findings, data limitations and proportionate improvements recorded, with follow-up actions where needed.	Assistant Director for Housing & Resettlement.
Brief staff on the policy, equality needs, reasonable adjustments, suitability and escalation of concerns. Review a sample of assessment records to identify learning and any corrective action.	Briefing at implementation; initial sample review within 3 months.	Staff briefed; sample review findings and any follow-up actions recorded.	Housing Options Team Leader.
Review location, duration, B&B use, repeated moves, complaints and suitability outcomes for differential effects where reliable data permits; protect	Quarterly monitoring.	Quarterly findings and corrective actions recorded; urgent suitability or legal-limit concerns escalated immediately, not deferred to quarterly review.	Housing Options Team Leader.

confidentiality and note gaps.			
Establish accessible, confidential household feedback, including a non-digital option and opportunities during as well as after a placement.	During implementation; review arrangements within 3 months.	Feedback routes available and findings considered in quarterly monitoring; concerns addressed through casework where necessary.	Assistant Director for Housing Resettlement.
Review audit findings, monitoring, complaints to evaluate future actions needed and to inform a review of the Placement Policy and EIA	Quarterly monitoring.	EIA and Placement Policy reviewed and updated.	Assistant Director for Housing & Resettlement.

Authorisation and Review

Completing Officer	Paul Whitworth - Assistant Director for Housing & Resettlement
Authorising Service Manager	Mike Avery
Date	15 October 2026
Review date (if applicable)	15 October 2027