Appendix 3: Homeless Action Plan 2026/2027
Equality Impact Assessment

Gedling Borough Council's Homeless Action Plan 2026/2027					
The main objective of Gedling Borough Council's Homeless Action Plan 2026/2027	The Council's Homeless Action Plan 2026/27 sets out how the national plan to end homelessness will be delivered locally, alongside the wider countywide Action Plan. It translates national priorities into practical, measurable actions that respond to the needs and circumstances of Gedling residents. The local plan focuses on preventing homelessness at the earliest opportunity, reducing the use of temporary and bed and breakfast accommodation, supporting people sleeping rough into settled and sustainable housing, and strengthening coordinated working across housing, health, social care and the voluntary and community sector.				
What impact will this Homeless Action Plan 2026/2027 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)					
Please use only 'Yes' where applicable		Negative	Positive	Neutral	Comments
Gender	External		X		The Homeless Action Plan is intended to meet the needs of people of all genders by providing equitable access to homelessness prevention, advice, accommodation and support. It

					recognises that experiences and causes of homelessness can differ by gender, including domestic abuse, family breakdown, rough sleeping, exploitation and barriers to accessing services.
	Internal			X	
Gender Reassignment	External		X		Trans and non-binary people may experience discrimination, family rejection and barriers to safe accommodation. The Plan promotes a trauma-informed approach with respectful, person-centred assessments and access to specialist support.
	Internal			X	
Age	External		X		The Plan recognises that homelessness affects different age groups in different ways, including young people leaving family or care settings and older people with health, support or accessibility needs. Actions in the Plan also cover support for children especially when placed in temporary accommodation.
	Internal			X	
Marriage and civil partnership	External		X		Services will be available regardless of marital or civil partnership status. Assessments will consider each household's circumstances, including relationship breakdown, domestic abuse and the

					housing needs of partners or dependants, without favouring one legal status over another.
	Internal			X	
Disability	External		X		Disabled people may face additional barriers to housing and services. The Plan promotes a coordinated approach to housing, health, care and support services. It particularly benefits people with physical disabilities, mental ill health, learning disabilities, neurodiversity or multiple and complex needs.
	Internal			X	
Race and Ethnicity	External		X		The Plan seeks equitable access for all racial and ethnic groups. Refugees, asylum seekers and people granted leave to remain are supported through specialist partnerships, referral arrangements and planned housing pathways.
	Internal			X	
Sexual Orientation	External		X		Lesbian, gay and bisexual people may face homelessness because of family rejection, abuse or discrimination. The Plan promotes confidential, respectful and inclusive services, safe accommodation and referral to appropriate specialist support.
	Internal				

				X	
Religion or Belief (or no Belief)	External		X		The Plan will provide services without preference or disadvantage based on religion, belief or absence of belief. Where practicable, individual dietary, cultural, worship and accommodation needs will be considered, provided these do not compromise safety or statutory duties.
	Internal			X	
Pregnancy and Maternity	External		X		Pregnant people and those with babies may have urgent health, safety and accommodation needs. The Plan supports early prevention, suitable accommodation, safeguarding and coordinated work with maternity, health and family services and the wellbeing of children by reviewing the suitability of temporary accommodation.
	Internal			X	
Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low-income staff etc.). Please state the group/s:	External		X		The Plan will benefit other groups at increased risk of homelessness, including care leavers, veterans, prison leavers, survivors of domestic abuse, people sleeping rough, people with multiple and complex needs, low-income households and residents experiencing rural isolation. Targeted prevention, outreach and partnership pathways will respond to these needs.

	Internal		X		The Plan will give staff clearer pathways for supporting people with multiple and complex needs. Training, partnership arrangements and escalation routes will help manage risk and support consistent practice.

Is there any evidence of a high disproportionate adverse or positive impact on any groups?	Yes		The Homeless Action Plan is expected to have an overall positive impact by improving prevention, access to advice, accommodation and coordinated support. Some groups experience a disproportionate risk of homelessness and may therefore benefit particularly from targeted actions, including disabled people, care leavers, survivors of domestic abuse, people sleeping rough and people with multiple and complex needs. No disproportionate adverse impact has been identified.
Is there an opportunity to mitigate or alleviate any such impacts?	Yes		No specific adverse impact requiring mitigation has been identified. Equality impacts will nevertheless be monitored through delivery, and reasonable adjustments or corrective action will be taken if unequal access or outcomes emerge.
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?		No	No material evidence gap prevents completion of this assessment.

In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:

Planned Actions	Timeframe	Success Measure	Responsible Officer
The Action Plan will be monitored giving regard to the protected characteristics. The Council will seek feedback from residents and specialist partners, review accessibility and referral pathways and address any identified disparity through service improvement.	Throughout 2026/27, with a formal review at year end.	Equality impacts will be monitored, and any identified issues will be highlighted and addressed.	Paul Whitworth Assistant Director for Housing & Resettlement

Authorisation and Review

Completing Officer	Paul Whitworth
Authorising Service Manager	Mike Avery
Date	07/10/2026
Review date (if applicable)	May 2027

Gedling Borough Council