

Diversity Impact Assessment

Appendix 3

TITLE
TEMPORARY ACCOMMODATION PLACEMENT AND SUITABILITY POLICY
DATE
08/07/26
LEAD OFFICER.
Dan Hill – Rehousing Manager
1 Summary description of the proposed change
What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?
This policy sets out the Council's approach to the allocation, placement and management of TA for households owed a homelessness duty under Part VII of the Housing Act 1996. It applies to emergency and interim accommodation secured under Section 188, accommodation provided under the relief duty, and longer-term TA secured for households owed the main housing duty under Section 193. It also applies to accommodation secured both within and outside the Medway area. This is a new policy, being written in response to the requirements in the National Plan to End Homelessness and the Homelessness Code of Guidance for Local Authorities.
2 Summary of evidence used to support this assessment
E.g. Feedback from consultation, performance information, service user. E.g. Comparison of service user profile with Medway Community Profile TA Needs Assessment. Feedback on the draft policy from Managers and Senior Officers crossing the Housing Options and Rehousing teams. Full reviews of the draft policy and the TA Needs Assessments against the requirements of the National Plan to End Homelessness and the Homelessness Code of Guidance for Local Authorities.
3 What is the likely impact of the proposed change?
Is it likely to: Adversely impact on one or more of the protected characteristic groups Advance equality of opportunity for one or more of the protected characteristic groups Foster good relations between people who share a protected characteristic and those who don't (insert Yes when there is an impact or No when there isn't)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	No	Yes	Yes
Disability	No	Yes	Yes
Gender reassignment	No	Yes	Yes

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Marriage/civil partnership	No	Yes	Yes
Pregnancy/maternity	No	Yes	Yes
Race	No	Yes	Yes
Religion/belief	No	Yes	Yes
Sex	No	Yes	Yes
Sexual orientation	No	Yes	Yes
Care experience	No	Yes	Yes
Other (e.g. low income groups)	No	Yes	Yes

4 Summary of the likely impacts Who will be affected? How will they be affected?
This policy affects households who are homeless and in need of temporary accommodation. Although generally lower-income households are more likely to find themselves in homeless, homelessness factors are likely to be greater for those people who share protected characteristics who live in or close to poverty.
5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations? What alternative ways can the Council provide the service? Are there alternative providers? Can demand for services be managed differently?
There are no alternative ways for the Council to deliver temporary accommodation for homeless households owed a duty in relation to this policy as outlined in the summary, that are not currently being developed and delivered. Disability: People with physical disabilities may require accessible temporary accommodation or adaptations to be carried out in their temporary accommodation to help them live independently whilst permanent accommodation is sourced. • Whilst already in place, the Council may need to further develop internal relationships between Housing and Adults and Children's Social Services • Whilst already in place, the Council may need to arrange for any care packages to be relocated. • The Council may need to obtain more accessible temporary accommodation.

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- Whilst already in place, the Council will need to ensure transport and removal services are available to reduce any risks.

Age:

Elderly people may require adaptations to help them live independently in their temporary accommodation.

Young people may need their temporary accommodation to be as close as possible to the school or college they attend.

Working-age people may need their temporary accommodation to be no further away than their existing home from their place of employment.

- Whilst already in place, the Council may need to further develop internal relationships between Housing and Adults and Children's Social Services
- Whilst already in place, the Council may need to arrange for any care packages to be relocated.
- The Council may need to obtain more accessible temporary accommodation.
- Whilst already in place, the Council will need to ensure transport and removal services are available to reduce any risks.
- Costs associated with travel will need to be assessed and consideration towards how households can be provided with financial assistance.

Race:

Non-white British people are more likely to fear a temporary relocation into a non-familiar neighbourhood.

- The Council will need to be sensitive to the needs of any non-white British people and make sure it considers the suitability of the temporary property.

Sexual Orientation and Transgender:

People from the LGBTQ+ community are likely to be concerned about how they will fit into any new community where their temporary property is located. They may fear being subjected to hate crime or hate related incidents.

- The Council will need to give careful consideration to the suitability of any temporary accommodation.

Religion:

People whose permanent home is near their regular place of worship or live in a particular religious community will be adversely affected by a temporary move that takes them away from this area.

- The Council need to give consideration to the proximity to the place of worship and community.

Pregnancy:

Being asked to leave your home whilst pregnant has the potential to affect a woman's wellbeing at any stage during their pregnancy.

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- Whilst already in place, the Council will need to ensure transport and removal services are available to reduce any risks to the pregnant woman.

6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Further develop internal relationships between Housing and Adults and Children's Social Services	DH	08/07/27
Continue to review all Temporary Accommodation stock to ensure that requirements are being met.	DH	08/07/27
Develop and implement new Temporary Accommodation Placement and Suitability policy	DH	08/07/27

7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

The recommendation is to proceed with the change.

8 Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

Gillian James

Date of authorisation