

Diversity impact assessment

Appendix 1

TITLE
Supported Housing Related Support Procurement 2026
DATE
31/07/2026
LEAD OFFICER.
Chris Giles Housing Strategy and Partnerships 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?
The proposed change is the reprocurement of Housing Related Support Services for Medway Council. The Supported Housing Regulatory Oversight Act requires local authorities to have an increased focus on ensuring the current and future local need for supported housing is understood, looking to positively impact any gaps in provision identified. The role that good quality supported housing plays in ensuring that vulnerable people are able to access accommodation with input from an experienced and sufficiently trained staff team is difficult to overstate and certainly protects both individuals who would otherwise be at risk but also has significant benefits in preventing situations reaching a point of crisis where more costly statutory interventions are the only option.
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
A Supported Housing Needs Assessment was carried out with partners and people with lived experience of supported housing, between April and June 2026. This provided a baseline of the current position in Medway, gaps in provision and challenges identified and projected the supported housing need over the next five and ten years (as mandated by legislation). An event was carried out as part of this with statutory and voluntary partners, supported housing providers, and elected members on 31 March 2026. This confirmed the ongoing need to supported housing for vulnerable groups in Medway and this will feed into our Supported Housing Strategy to be published in 2027.

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What is 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		✓	
Disability		✓	
Gender reassignment		✓	
Marriage/civil partnership			
Pregnancy/maternity			
Race		✓	
Religion/belief			
Sex		✓	
Sexual orientation		✓	
Care experience		✓	
Other (e.g. low income groups)		✓	

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

The Medway Supported Housing consultation above highlighted both how instrumental supported housing is in meeting the needs of Medway residents and that there is, if anything need to increase the capacity of the services.

The provision of supported housing has potential to make positive impacts on the following groups.

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- Age. The average age of death for people dying whilst street homeless is reported as 43 for women and 45 for men. Dedicated supported housing can prevent years of premature death and morbidity.
- With a focus on supported housing provision for vulnerable younger people, the procurement will positively advantage younger people and care leavers
- Disability. People with disabilities are over represented by population when it come to homelessness and often rely on supported housing as the most appropriate form of accommodation.
- Gender reassignment and Sexual Orientation. Transgender and non-binary individuals, as with people across the LGBTQ+ spectrum, are disproportionately represented in supported housing and therefore will benefit from increased suitable supported housing services (Crisis and Stonewall reports on LGBTQ+ disadvantage).
- Race. By ensuring that service access is delivered equitably, through monitoring against census data, issues which mean that people of colour can be disadvantaged by services (Shelter 2025) can be addressed.
- Sex. Through a focus of providing dedicated supported housing and ongoing support to vulnerable people including women who sleep rough and/or sex work and also meeting the needs of those fleeing domestic abuse, the procurement will positively impact women, (victims of domestic abuse at the March 2022 census were significantly more like to be female - 70% of recorded cases).
- Low income. For a variety of systemic, circumstantial and crisis issues, Medway residents with a low income are more at risk of homelessness due to lack of financial resources and resilience, so provision of the right kinds of supported housing will directly address people with a higher level of need within this group.

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?

All the impacts foreseen by the procurement of supported housing services are considered to improve equality of opportunity.

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
N/A		

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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 progress the Housing Related Support Recommissioning through the democratic process and to have the procurement agreed at Cabinet.

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