



NHS Greater Glasgow & Clyde Equality Impact Assessment Tool

Equality Impact Assessment is a legal requirement as set out in the Equality Act 2010 (Specific Duties) (Scotland) regulations 2012 and may be used as evidence for cases referred for further investigation for compliance issues.

Evidence returned should also align to Specific Outcomes as stated in your local Equality Outcomes Report. Please note that prior to starting an EQIA all Lead Reviewers are required to attend a Lead Reviewer training session or arrange to meet with a member of the Equality and Human Rights Team to discuss the process.

Please contact ggc.equality.team@nhs.scot for further details or call 0141 201 4874.

Name of Policy/Service Review/Service Development/Service Redesign/New Service: Rapid Rehousing Transition Plan (RRTP)

Please tick the relevant box:-

- Current Service ☐
- Service Development ☒
- Service Redesign ☐
- New Service ☐
- New Policy ☐
- Policy Review ☐

CONTENTS

<u>Description & rationale</u>	Page 3
<u>Q1: Collection of Equalities information</u>	Page 4
<u>Q2: How data will be used</u>	Page 5
<u>Q3: Applying learning</u>	Page 6
<u>Q4: Engaging with equality groups</u>	Page 7
<u>Q5: Physical accessibility</u>	Page 8
<u>Q6: Discrimination & communication</u>	Page 9
<u>Q7: Protected characteristics – Age</u>	Page 10
<u>Protected characteristics – Disability</u>	Page 11
<u>Protected characteristics – Gender Reassignment</u>	Page 12
<u>Protected characteristics – Marriage & Civil Partnership</u>	Page 13
<u>Protected characteristics – Pregnancy & Maternity</u>	Page 14
<u>Protected characteristics – Race</u>	Page 15
<u>Protected characteristics – Religion and Belief</u>	Page 16
<u>Protected characteristics – Sex</u>	Page 17
<u>Protected characteristics – Sexual Orientation</u>	Page 18
<u>Protected characteristics – Socio-economic status & social class</u>	Page 19
<u>Protected characteristics – Other marginalised groups</u>	Page 20
<u>Q8: Impact of cost savings</u>	Page 21
<u>Q9: Investment in learning</u>	Page 22
<u>Q10: Impact on Human Rights</u>	Page 23
<u>Q11: Consideration of United Nations Convention on the Rights of the Child</u>	Page 25
<u>Findings of the assessment</u>	Page 26
<u>Examples of good practice</u>	Page 27
<u>Actions taken forward</u>	Page 28
<u>Ongoing 6 monthly review</u>	Page 29
<u>6 monthly review sheet</u>	Page 30

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Description of the service & rationale for selection for EQIA. (Please state if this is part of a service-wide consideration or is locally driven).

The **Rapid Rehousing Transition Plan (RRTP)** is Glasgow's long-term strategy for transforming homelessness services through a housing-led approach, where homeless households move into settled, mainstream housing as quickly as possible, with support provided around the person rather than requiring them to progress through lengthy accommodation pathways.

The aim of the RRTP, is improve outcomes for people affected by homelessness in order that the HSCP prevents homelessness wherever possible and, where homelessness cannot be prevented, to alleviate its impact by ensuring that households receive timely access to settled housing and appropriate support. The original Glasgow plan covered 2019/20 to 2023/24 and was developed in response to recommendations from Scotland's Homelessness and Rough Sleeping Action Group (HARSAG) and the Scottish Government's commitment to end homelessness.

On 11th November 2025 Glasgow City HSCP received confirmation that Glasgow's share of the £8m funding for 2026/27 would be £1.451m; broadly in line with previous year's funding. The paper to the Integrated Joint Board on the Rapid Rehousing Transition Plan sets out the spending proposals for 2026/27. The paper also highlights a likely funding short-fall in 2026/27. The scale of the shortfall is highly dependent on decisions on the part of the Scottish Government in relation to continuation of the RRTP fund. However, a further risk exists due to the exhaustion of reserves with the IJB's RRTP budget by the end of 2026/27. It is anticipated that the RRTP reserves at the end of this financial year are likely to be minimal (approximately £0.163m) and therefore there is an inherent risk that the current posts/services which are supported by RRTP funding are at risk in future years if no additional money is forthcoming from the Scottish Government or if alternative funding streams are not identified.

The Equality Impact Assessment (EQIA) has been prepared to provide Integration Joint Board members with an opportunity to consider the implications of the proposed Rapid Rehousing Transition Plan (RRTP) expenditure for 2026/27 in the context of the IJB's responsibilities under the Public Sector Equality Duty. The EQIA also highlights the potential impact on individuals and communities with protected characteristics should RRTP funding be reduced during 2027/28, as set out in the IJB report, and the risks that such a reduction may present to the delivery of services and support for households experiencing, or at risk of, homelessness.

Who is the lead reviewer and when did they attend Lead Reviewer Training? (Please note the lead reviewer must be someone in a position to authorise any actions identified as a result of the EQIA)

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Name: Gary Quinn, Service Manager - Homelessness Date of Lead Reviewer Training: Support and guidance provided by GCHSCP Lead for Equality and Fairer Scotland
Please list the staff involved in carrying out this EQIA (Where non-NHS staff are involved e.g. third sector reps or patients, please record their organisation or reason for inclusion) Gary Quinn, – Service Manager - Homelessness Alan Robertson – Service Manager - Homelessness Jim McBride, Head of Homelessness Kevin Howe, Assistant Service Manager RRTP

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1. What equalities information is routinely collected from people currently using the service or affected by the policy?

If this is a new service proposal what data do you have on proposed service user groups. Please note below any barriers to collecting this data in your submitted evidence and an explanation for any protected characteristic data omitted.

Service Evidence Provided:

Currently data is collected on age, sex, disability and ethnicity. Data is also collected on family composition (i.e single, couples or families with children).

Of the 6,584 live homelessness applications, 5,091 households have a main applicant between the ages of 26 and 59 (77%). 18% of homeless applicants is between the ages of 18 and 25 and young people are therefore disproportionately represented within the homeless population in Glasgow.

Of the 6,584 homeless applicants, 70% are single person households (4,576). 16% are from single parents, 91% of whom are women. [Scotland's Census 2022 - Demography and migration | Scotland's Census](#)

Approximately 30% of homelessness applicants were recorded as coming from a BAME community. This disproportionate level of homeless applications is as a consequence of the route into settled accommodation for households receiving refugee status in the City.

Possible negative impact and additional mitigating action required:

2. Please provide details of how data captured has been/will be used to inform policy content or service design.

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☐
- 2) Promote equality of opportunity ☒
- 3) Foster good relations between protected characteristics. ☒
- 4) Not applicable ☐

Service Evidence Provided:

Analysis of equalities data allows the HSCP to better understand the profile of households experiencing homelessness, identify areas where particular groups may experience barriers to accessing services, and ensure that resources are targeted in a way which promotes equality of opportunity and improves outcomes for diverse communities. The evidence gathered through service planning and equality monitoring helps shape the design of prevention, temporary accommodation, resettlement and support services across the homelessness system.

The HSCP continues to review patterns of demand for accessible accommodation and uses this information to inform service development and commissioning activity. Equality data also supports the assessment of the impact of proposed changes to homelessness services and enables the IJB to consider how RRTP investment contributes to meeting its obligations under the Public Sector Equality Duty by advancing equality of opportunity, reducing disadvantage and improving access to housing and support services

Through the RRTP, the HSCP aims to ensure that homelessness services remain flexible and responsive to the differing needs of individuals and families, including families with children, people with disabilities, people whose first language is not English, and those with complex health and social care needs. Service redesign, accommodation planning and partnership working are informed by evidence on both support needs and equality impacts to help ensure that services are delivered fairly and equitably across Glasgow.

Possible negative impact and additional mitigating action required:

While RRTP funding has been confirmed for 2026/27, there remains a significant risk that funding levels will reduce from 2027/28 onwards. The Equality Impact Assessment therefore provides an opportunity for the Integration Joint Board to consider not only the impact of current investment decisions, but also the potential consequences of future funding reductions and the actions required to avoid or mitigate these.

RRTP-funded services support households who are disproportionately affected by poverty, poor health outcomes, disability, social exclusion and multiple forms of disadvantage. Investment through the RRTP has enabled improvements in homelessness prevention, housing options, money and debt advice, tenancy sustainment, access to the private rented sector and rapid rehousing activity, contributing to improved outcomes for homeless households across the city.

The progress achieved through the RRTP could be jeopardised if future funding reductions are not planned for and managed effectively. Reduced staffing capacity may impact the HSCP's ability to maintain prevention activity, support households through rehousing pathways and sustain progress towards reducing the time people spend in temporary accommodation. This could lead to slower progression into settled housing and an increase in the average length of stay within temporary accommodation.

A consequence of longer stays in temporary accommodation is likely to be increased demand for emergency and contingency accommodation, including Bed and Breakfast accommodation. This would not only risk poorer outcomes for homeless households but could also result in increased expenditure elsewhere within the homelessness system, offsetting savings achieved through reductions in RRTP-funded activity. Glasgow's strategic direction has been to reduce reliance on Bed and Breakfast accommodation, increase access to settled housing and redesign services around rapid rehousing principles. Maintaining progress towards these objectives is likely to require proactive workforce and financial planning in advance of any anticipated funding reductions from 2027/28.

Any reduction in the RRTP budget is likely to have an adverse impact on people with protected characteristics, and the EQIA would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28.

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3. How have you applied learning from research evidence about the experience of equality groups to the service or Policy?

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☐
- 2) Promote equality of opportunity ☐
- 3) Foster good relations between protected characteristics ☐
- 4) Not applicable ☒

Service Evidence Provided:

A number of documents were reviewed to inform the approach being adopted by the Council:-

- RRTP Guidance and National Principles June 2019
- Tackling Homelessness in Scotland following the Coronavirus Pandemic – Recommendations from HARSAG
- The Interim Code of Guidance on Homelessness
- Ending Homelessness Together – Scottish Government
- Preventing Homelessness in Scotland
- Homeless Persons (Unsuitable Accommodation) Amendment Order 2020/2021
- Glasgow City Rapid Rehousing Transition Plan 2019 - 2024
- SHR Review – GCHSCP Key Actions
- SHR - Homelessness services in Scotland: A thematic review - February 2023

Possible negative impact and additional mitigating action required:

4. Can you give details of how you have engaged with equality groups with regard to the service review or policy development? What did this engagement tell you about user experience and how was this information used?

The Patient Experience and Public Involvement team (PEPI) support NHSGGC to listen and understand what matters to people and can offer support.

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☒
- 2) Promote equality of opportunity ☒
- 3) Foster good relations between protected characteristics ☐
- 4) Not applicable ☐

Service Evidence Provided:

Homelessness Services routinely engage with service users with lived experience to discuss some of the issues related to the provision of homelessness services, such as barriers faced by service users, services provided, staff attitudes etc. In working with SUs in developing our approach to the provision of homelessness services we have sought to understand how we remove discrimination, harassment and victimisation alongside promoting equality of opportunity. Set alongside the complaints and elected members enquiries system the service is able to adapt its approach to service provision where barriers are identified. Particularly in relation to working with households to secure accommodation that meets their particular needs.

The themes and recommendations arising from the Homelessness and Rough Sleeping Action Group (July 2020) 2020 and Homelessness Prevention Group (2023) have influenced our approach and underpin design principles that have guided us in scoping and testing the delivery of homelessness services.

Homeless Network Scotland are commissioned to deliver service user engagement through the Glasgow Homelessness Involvement and Feedback Team (GHIFT). Feedback from this process informs delivery of homelessness services.

Engagement with service users is also a key part of service specification of commissioned services.

Service user engagement through our complaints process indicates a need to continue to adapt service provision to meet the diverse needs of homeless service users.

Service user choice is at the centre of this revised approach. We are aware through service user feedback of challenges access to temporary and permanent accommodation that we need to continue to work with RSLs and other stakeholders to improve outcomes for homeless service users. The GHIFT Group have been and will continue to be fully involved in co-producing the revised service models through the All in for Glasgow Service Redesign Programme which will be subject to report to the IJB during 2026. The work undertaken by Central CAB to maximise homeless households income to prevent and alleviate homelessness is well regarded by service users. This is likely to be at risk if there is a failure to continue to fund RRTP activity at current levels.

Possible negative impact and Additional Mitigating Action Required:

We will continue to work with Lived Experience Networks to ensure that people's lived experience of homeless service provision is reflected in service development.

5. Is your service physically accessible to everyone? If this is a policy that impacts on movement of service users through areas are there potential barriers that need to be addressed?

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☒
- 2) Promote equality of opportunity ☒
- 3) Foster good relations between protected characteristics ☐
- 4) Not applicable ☐

Service Evidence Provided:

The homeless assessment processes will identify any specific needs such as physical and mental capacity, accessibility requirements etc. This is taken into consideration when allocating potential temporary and permanent accommodation, and any additional support needs.

The Council routinely collects data on the number of disabled households who seek homelessness assistance. Evidence indicates that there is a shortage of accessible properties to meet the needs of disabled households. The service will also works to secure barrier free accommodation. However, this remains a challenges given the nature of the built environment of the city. Through RRTP funding we will seek to secure a better balance of provision that reflects the needs of the service user group.

Possible negative impact and additional mitigating action required:

The HSCP will continue to review the level of demand for accessible properties in order to meet demand for accessible accommodation. Any reduction in RRTP funding will undermine our capacity to engage with RSLs to secure appropriate accommodation for households with additional support needs.

Any reduction in the RRTP budget is likely to have an adverse impact on people with disabled people, and the EQIA would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28

6. How will the service change or policy development ensure it does not discriminate in the way it communicates with service users and staff?

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☐
- 2) Promote equality of opportunity ☒
- 3) Foster good relations between protected characteristics ☐
- 4) Not applicable ☐

Service Evidence Provided:

Homelessness Services currently ensures that all written material can be accessed by people where English is not their first language. The service uses interpreting services to allow provide translations of all written material. Service will also arrange interpreters for any interaction with the service whose English isn't their first language. In addition, staff have access to equalities training that sets out what adjustments should be made to support people who may require supports to engage with the service. Staff will be briefed on any practice revisions, this will highlight any particular impact on people with protected characteristics. This will assist the HSCP in addressing its responsibilities in relation to removing discrimination, harassment and victimisation alongside promoting equality of opportunity.

The service has robust operational interfaces with a range of third sector, for example organisations alongside web-based information and advice regarding homelessness access points in order that people can access the service at the point of need.

Possible negative impact and additional mitigating action required :

A reduction in RRTP-funded service development posts would reduce the Homelessness Service's capacity to identify, develop and implement service redesign and efficiency measures. This includes work to review and improve communication pathways, digital solutions and translated information for service users whose first language is not English. A loss of dedicated service development capacity may therefore undermine opportunities to secure longer-term efficiencies and cost

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reductions in areas such as translation and interpreting services, while maintaining equitable access to homelessness services for diverse communities

Any reduction in the RRTP budget is likely to have an adverse impact on people with protected characteristics, and the EQIA would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28.

We do not anticipate any negative impact on service provision as a consequence of the RRTP service proposals for 2026/27. Any reduction in the RRTP budget is likely to have an adverse impact on people with protected characteristics, and the EQIA would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28.

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7. Protected Characteristic

(a) Age

Could the service design or policy content have a disproportionate impact on people due to differences in age?

(Consider any age cut-offs that exist in the service design or policy content. You will need to objectively justify in the evidence section any segregation on the grounds of age promoted by the policy or included in the service design).

If this decision is likely to impact on children and young people (below the age of 18) you will need to evidence how you have considered the General Principles of the United Nations Convention on the Rights of the Child. Please include this in Section 10 of the form.

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☐
- 2) Promote equality of opportunity ☐
- 3) Foster good relations between protected characteristics. ☐
- 4) Not applicable ☒

Service Evidence Provided:

The delivery of the RRTP spending proposals does not have a disproportionate impact on differences due to age – the assessment process aims to match available accommodation against the needs of the individual at the time. Where age is a factor in a household's needs the service will seek to meet the households needs. This will assist the HSCP in addressing its responsibilities in relation to removing discrimination, harassment and victimisation alongside promoting equality of opportunity.

Table 1. No. of homelessness applications, by age, 2024/25

Age of main applicant	Applications	Percentage
16-17	74	0.9%

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18-25	1,910	22.6%
25-59	6,143	72.7%
60+	318	3.8%
Total	8,445	100%

As at May 2025, there are 4,252 households in temporary accommodation and 31% of these tenancies have either children or someone who is pregnant. The service endeavours to minimise stays in bed and breakfast accommodation for families and households with pregnant women. However, families will not be in scope for the offer of temporary accommodation within a shared tenancy. Families will be accommodated in self-contained dispersed accommodation.

The HSCP has been successful in securing additional funding to test the impact of Ask and Act duties set out within the Housing (Scotland) Act 2025. This funding will allow the HSCP to extend support care experienced young people access housing and avoid homelessness.

Possible negative impact and additional mitigating action required:

We believe that the development of the continued implementation of the service developments aligned to the RRTP budget and additional staffing capacity will help to extend choice and improve the affordability of homeless accommodation. The RRTP spend seeks to create a more balanced and effective service delivery model, ensuring that available options are responsive and tailored to the needs of homeless households.

Through All in for Glasgow Phase 2 service models will be redesigned to ensure that temporary accommodation better meets the needs of homeless households. We will look to develop shared accommodation models of temporary furnished accommodation that will provide a greater level of choice for homeless households, as well as meeting the diverse support needs of homeless households

The model also provides a blueprint for commissioning, service redesign and partnership, setting out the targets and timescales we need to end the routine use of Bed & Breakfast, reduce reliance on temporary accommodation and redirect resources toward prevention and support services. It provides clear baseline evidence to build delivery plans across partnerships and offers a basis for making future decisions on where we improve, invest and transform provision.

RRTP funding has been critical in delivering cost reductions due to the increase in the number of permanent lets secured to resettle homeless households. It is improbable that the level of letting activity to homeless households would be sustained by RSLs if this funding was not available.

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(b) Disability

Could the service design or policy content have a disproportionate impact on people due to the protected characteristic of disability?

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☐
- 2) Promote equality of opportunity ☒
- 3) Foster good relations between protected characteristics. ☐
- 4) Not applicable ☐

Service Evidence Provided:

The proposals do not have a disproportionate impact on people with a disability – the assessment process aims to match available accommodation and support against the needs of the individual at the time. Where disability is a factor in a household's application the service will seek to meet the household's needs. The RRTP proposed spend for 2026/27 will assist the HSCP in addressing its responsibilities in relation to removing discrimination, harassment and victimisation alongside promoting equality of opportunity. It will achieve this by ensuring that homelessness service provision better meets the support needs of disabled households. Through the current acquisition programme we are looking to increase the number of accessible temporary furnished flats to meet the needs of homeless households. The Acquisition Programme is supported by posts within Homelessness Services funded through the RRTP. The Acquisition Programme has seen demonstrable improvements outcomes for disabled households as we have seen reductions in length of stay for larger families with disabled members of the household. Reduction in funding in 207/28 will undermine our capacity to continue to improve outcomes for disabled households.

During 2024/25, 68% of households were assessed as having no support needs.

Possible negative impact and additional mitigating action required:

Any reduction in RRTP funding will see a diminution in the Homelessness Services capacity to deliver a housing led response to homelessness. This will see a increase

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in the time spend in temporary accommodation and a exponential increase in spend on bed and breakfast costs.

We do not anticipate any negative impact on service provision as a consequence of the RRTP service proposals for 2026/27. Any reduction in the RRTP budget is likely to have an adverse impact on people with protected characteristics, and the EQIA would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28.

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(c) Gender Reassignment

Could the service change or policy have a disproportionate impact on people with the protected characteristic of Gender Reassignment?

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☐
- 2) Promote equality of opportunity ☐
- 3) Foster good relations between protected characteristics ☐
- 4) Not applicable ☐

Service Evidence Provided:

Research undertaken by Crisis indicates that Trans people are disproportionately at risk of becoming homeless. This is also reiterated in the [Health needs assessment of lesbian, gay, bisexual, transgender and nonbinary people](#). Whilst we have developed service responses to reflect the gendered needs of the homeless population the policy does not have a disproportionate impact on people with a trans history– the assessment process aims to match available accommodation and support against the needs of the individual at the time. Trans history is not routinely collected by this service for reporting.

Where gender reassignment is a factor in a household's application the service will seek to meet the households needs and reflect this in any decision in relation to the allocation of temporary accommodation.

The service commissions or directly provides over 3000 units of accommodation units across a diverse range of settings, including dispersed temporary accommodation. In doing so, we will ensure that our approach is line with the relevant statutes and regulatory frameworks, in particular the updated Equality and Human Rights Commission Code of Practice, when available. The service change won't discriminate against people with the PC of Gender Reassignment.

Work is underway to consider any implications of the updates to the Equality and Human Rights Commission Code of Practice and steps are in place to support people to access a service that meets their needs

The delivery of the proposed spend set out in the RRTP budget will assist the HSCP in addressing its responsibilities in relation to removing discrimination, harassment and victimisation alongside promoting equality of opportunity by ensuring that the economy of temporary accommodation better meets the needs of transgender people, by ensuring that the workforce is aware of the needs of transgender people.

Possible negative impact and additional mitigating action required:

We do not anticipate any negative impact on service provision as a consequence of the RRTP service proposals for 2026/27. Any reduction in the RRTP budget is likely to have an adverse impact on people with protected characteristics, and the EQIA would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28.

(d) Marriage and Civil Partnership

Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Marriage and Civil Partnership?

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☐
- 2) Promote equality of opportunity ☐
- 3) Foster good relations between protected characteristics ☐
- 4) Not applicable ☒

Service Evidence Provided:

The delivery of the proposed spend set out in the RRTP budget does not have a disproportionate impact on people who are married or in a civil partnership – the assessment process aims to match available accommodation against the needs of the individual at the time. Where marital or relationship status is a factor in a household's application the service will seek to meet the household's needs through the provision of emergency accommodation appropriate to their needs.

The delivery of the proposed spend set out in the RRTP budget will assist the HSCP in addressing its responsibilities in relation to removing discrimination, harassment and victimisation alongside promoting equality of opportunity.

Possible negative impact and additional mitigating action required:

We do not anticipate any negative impact on service provision as a consequence of the RRTP service proposals for 2026/27. Any reduction in the RRTP budget is likely to have an adverse impact on people with protected characteristics, and the EQIA would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28.

(e) Pregnancy and Maternity

Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Pregnancy and Maternity?

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☐
- 2) Promote equality of opportunity ☐
- 3) Foster good relations between protected characteristics ☐
- 4) Not applicable ☐

Service Evidence Provided:

We understand that being homeless impacts on pregnant women differently. The HSCP seeks to meet the particular needs of households with pregnant women and secure accommodation appropriate to their needs, however, the delivery of the proposed spend set out in the RRTP budget does not have a disproportionate impact on pregnant women – the assessment process aims to match available accommodation and support against the needs of the individual at the time.

Ensuring that the HSCP has an economy of accommodation and support provision, partially funded through the RRTP, will assist the HSCP in addressing its responsibilities in relation to removing discrimination, harassment and victimisation alongside promoting equality of opportunity.

Possible negative impact and additional mitigating action required:

We do not anticipate any negative impact on service provision as a consequence of the RRTP service proposals for 2026/27. Any reduction in the RRTP budget is likely to have an adverse impact on people with protected characteristics, and the EQIA would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28.

(f) Race

Could the service change or policy have a disproportionate impact on people with the protected characteristics of Race?

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☒
- 2) Promote equality of opportunity ☒
- 3) Foster good relations between protected characteristics ☐
- 4) Not applicable ☐

Service Evidence Provided:

People from BAME communities are disproportionately impacted by homelessness compared to the wider the population. This sentence doesn't make sense. Are you saying people from BAME communities are disproportionately impacted by homelessness compared to the rest of the population. Any reduction in service level is likely to have a disproportionate impact on BAME communities.

The HSCP and the Council has a range of policies and procedures to address inequality and discrimination. RRTP funded services/posts assist the HSCP in delivering responsive services to members of the BAME community.

We will seek to ensure that service models respect any cultural differences due to a households race.

Where a household presents from a BAME household the HSCP/Council will work to meet any particular needs of the household e.g. ensuring that any offer of accommodation is in the vicinity of community networks. This will assist the HSCP in addressing its responsibilities in relation to removing discrimination, harassment and victimisation alongside promoting equality of opportunity. Service users will also have access to interpreting services to ensure that they are able to make informed decisions regarding the support they receive and their resettlement from homelessness.

Possible negative impact and additional mitigating action required:

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We do not anticipate any negative impact on service provision as a consequence of the RRTP service proposals for 2026/27. Any reduction in the RRTP budget is likely to have an adverse impact on people with protected characteristics, and the EQIA would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28.

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(g) Religion and Belief

Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Religion and Belief?

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☐
- 2) Promote equality of opportunity ☐
- 3) Foster good relations between protected characteristics. ☐
- 4) Not applicable ☒

Service Evidence Provided:

The proposed spend set out within the RRTP Budget Paper does not have a disproportionately impact on differences due to religion or belief – the assessment process aims to match available accommodation and support against the needs of the individual at the time.

We will seek to ensure that service models respect a households rights to worship free from harassment or abuse. RRTP funded posts and services assist the HSCP in delivering responsive services to people with protected characteristics. Where possible, households are placed near community networks and places of worship. If someone is placed in supported accommodation they are able to practice their religion free from discrimination or harassment.

Possible negative impact and additional mitigating action required:

We do not anticipate any negative impact on service provision as a consequence of the RRTP service proposals for 2026/27. Any reduction in the RRTP budget is likely to have an adverse impact on people with protected characteristics, and the EQIA would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28.

(h) Sex

Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Sex?

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☒
- 2) Promote equality of opportunity ☒
- 3) Foster good relations between protected characteristics ☐
- 4) Not applicable ☐

Service Evidence Provided:

It is noted that in 2024/25, 63% of applicants were men, therefore any change or pressures on the services are more likely to impact upon men.

The HSCP and Council understand that gender impacts and sex impacts on a households experience of homelessness. We have developed a range of services to meet the distinct needs of men and women. The proposed RRTP spending for 2026/27 does not have a disproportionate impact on differences due to their sex. The assessment process aims to match available accommodation against the needs of the individual at the time. Where and children are part of the household the HSCP will seek to meet their needs. We will commission single sex provision Where a household member's sex is a factor in a household's application or needs the service will seek to meet the households needs. Ensuring an economy of provision that meets the distinct needs of men and women will assist the HSCP in addressing its responsibilities in relation to removing discrimination, harassment and victimisation alongside promoting equality of opportunity.

Work is underway to consider any implications of the updates to the Equality and Human Rights Commission Code of Practice and steps are in place to support people to access a service that meets their needs.

It is recognised that some people may have experienced gender-based violence, RRTP funded posts support the delivery of responsive support and accommodation services to people experiencing domestic abuse.

Possible negative impact and additional mitigating action required:

We do not anticipate any negative impact on service provision as a consequence of the RRTP service proposals for 2026/27. Any reduction in the RRTP budget is likely to have an adverse impact on people with protected characteristics, and the EQIA would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28.

(i) Sexual Orientation

Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Sexual Orientation?

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☒
- 2) Promote equality of opportunity ☒
- 3) Foster good relations between protected characteristics. ☐
- 4) Not applicable ☐

Service Evidence Provided:

Homelessness Services does not routinely collect data on sexual orientation. However, a recent study indicated that 1 in 8 LGBT+ people have experienced homelessness. Source LGBT+ Health Needs Assessment 2022.

The HSCP and Council understand that sexual orientation can both lead to an increased risk of homelessness and impact on a household's experience of homelessness. The HSCP/Council has worked with commissioned and provided services to ensure that services' responses are sensitive to the needs of LGBTQI communities. The proposed RRTP budget spend for 2026/27 does not have a disproportionate impact on differences due to their sexual orientation – the assessment process aims to match available accommodation and support against the needs of the individual at the time.

Where sexual orientation is a factor in a household's application or needs the service will seek to meet the household's needs. Commissioned and provided accommodated services will be expected to meet any particular needs. RRTP funded posts will assist the HSCP in addressing its responsibilities in relation to removing discrimination, harassment and victimisation alongside promoting equality of opportunity.

Possible negative impact and additional mitigating action required:

We do not anticipate any negative impact on service provision as a consequence of the RRTP service proposals for 2026/27. Any reduction in the RRTP budget is likely to have an adverse impact on people with protected characteristics, and the EQIA

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would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28.

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(i) Socio – Economic Status & Social Class

Could the proposed service change or policy have a disproportionate impact on people because of their social class or experience of poverty and what mitigating action have you taken/planned?

In addition to the above, if this constitutes a 'strategic decision' you should evidence below due regard to meeting the requirements of the Fairer Scotland Duty (2018). Public bodies in Scotland must actively consider how they can reduce inequalities of outcome caused by socioeconomic disadvantage when making strategic decisions and complete a separate assessment. Additional information available from the [Fairer Scotland Duty: guidance for public bodies - gov.scot](https://www.gov.scot/publications/fairer-scotland-duty/guidance-for-public-bodies/pages/1-introduction.aspx)

Service Evidence Provided:

There is a clear relationship between socio and economic hardship and homelessness. Poverty in essence is a key driver of homelessness.

The Council will work to prevent homelessness wherever possible. Where this is not possible, the Council will mitigate its impact by offering appropriate support and accommodation in line with the Council's duties and powers set out in Part II of the Housing (Scotland) Act 1987. In so doing the Council will have regard to the Code of Guidance on Homelessness Interim Update 2019.

Homelessness Services commission and provide a range of services including: access to money and debt advice; support to access crisis loans and wider welfare support to mitigate the impact of poverty. These posts are funded through the RRTP. Failure to continue funding to these service will likely have a significant impact on the Homelessness Service's capacity to address the socio and economic drivers of homelessness. This may see an increase in repeat homelessness as the capacity of the service to enhance household resilience will be undermined.

Possible negative impact and additional mitigating action required:

(k) Other marginalised groups

How have you considered the specific impact on other groups including homeless people, prisoners and ex-offenders, ex-service personnel, people with addictions, people involved in prostitution, asylum seekers & refugees and travellers?

Service Evidence Provided:

This service is specifically targeted at homeless people who require temporary and permanent accommodation.

All applicants will be assessed to establish a need for accommodation and support. Staff within the Homelessness Service will review the options available at the time and offer the most suitable accommodation in relation to the household's needs. We will also look to further enhance prevention services to reflect the needs of households belonging to groups at greater risk of homelessness e.g. care experienced young people, people leaving institutional care.

The implementation of the spending proposals set out in the RRTP budget paper will assist the HSCP in addressing its responsibilities in relation to removing discrimination, harassment and victimisation alongside promoting equality of opportunity, as we will seek to provide emergency and temporary accommodation that meets the assessed needs of homeless households.

Possible negative impact and additional mitigating action required:

We do not anticipate any negative impact on service provision as a consequence of the RRTP service proposals for 2026/27. Any reduction in the RRTP budget is likely to have an adverse impact on people with protected characteristics, and the EQIA would therefore need to be reviewed and updated to reflect any savings proposals for 2027/28.

8. Does the service change or policy development include an element of cost savings? How have you managed this in a way that will not disproportionately impact on protected characteristic groups?

Your evidence should show which of the 3 parts of the General Duty have been considered. Please tick the relevant box:-

- 1) Remove discrimination, harassment and victimisation ☐
- 2) Promote equality of opportunity ☐
- 3) Foster good relations between protected characteristics ☐
- 4) Not applicable ☒

Service Evidence Provided:

The RRTP spending proposals for 2026/26 set out within the IJB paper does not propose an overall reduction in spend during this financial year. It does however, set out spending realignments based on a reassessment of the strategic priorities aligned to the RRTP. The paper does alert IJB members to risks associated with a potential ending of grant from the Scottish Government in 2027/28 and a diminution of reserves which will have an impact on the spend. Any reduction in spend will likely have a serious impact on the IJB's capacity to continue to deliver the improved position in relation to lets to homeless households. This in turn is likely to lead to an increase in cost pressures due to a subsequent increase in bed and breakfast accommodation due to increased lengths of stay in homeless accommodation.

Possible negative impact and additional mitigating action required:

9. What investment in learning has been made to prevent discrimination, promote equality of opportunity and foster good relations between protected characteristic groups?

As a minimum include below recorded completion rates of statutory and mandatory learning programmes (or local equivalent) covering equality, diversity and human rights.

Service Evidence Provided:

Staff have access to a range of online equality and anti-discriminatory practice training in relation to the care and welfare of people with protected characteristics. In addition, there is an expectation that any practice-based learning and development is delivered through an equalities lens. 80% of front-line homelessness staff have undertaken the National Housing Options Training. This programme is delivered through an equality and trauma lens.

Commissioned Housing Support Services are expected to demonstrate an active commitment to ensuring that the rights of households with protected characteristics are protected. Equality training and equality data capture in the tendering/contract management arrangements are also in place.

Possible negative impact and additional mitigating action required:

10. In addition to understanding and responding to legal responsibilities set out in Equality Act (2010), services must pay due regard to ensure a person's human rights are protected in all aspects of health and social care provision. This may be more obvious in some areas than others. For instance, mental health inpatient care or older people's residential care may be considered higher risk in terms of potential human rights breach due to potential removal of liberty, seclusion or application of restraint. However risk may also involve fundamental gaps like not providing access to communication support, not involving patients/service users in decisions relating to their care, making decisions that infringe the rights of carers to participate in society or not respecting someone's right to dignity or privacy.

The Human Rights Act sets out rights in a series of articles – right to life, right to freedom from torture and inhumane and degrading treatment, freedom from slavery and forced labour, right to liberty and security, right to a fair trial, no punishment without law, right to respect for private and family life, right to freedom of thought, belief and religion, right to freedom of expression, right to freedom of assembly and association, right to marry, right to protection from discrimination.

Please explain below if any risks in relation to the service design or policy were identified which could impact on the human rights of patients, service users or staff.

We appreciate that the Council has obligations under the Human Rights and Equality Act. We will ensure that the Council's work to promote equal and safeguard human rights, is reflected in the delivery of homelessness services. In particular, we will ensure that the service provision promotes Article 8, the right to family and a private life we will achieve this by providing a safe and secure tenancy for homeless households which respects their individual needs and aspirations.

Please explain below any human rights based approaches undertaken to better understand rights and responsibilities resulting from the service or policy development and what measures have been taken as a result e.g. applying the PANEL Principles to maximise Participation, Accountability, Non-discrimination and Equality, Empowerment and Legality or FAIR* (see below).

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Homelessness Services routinely engages with Glasgow Homelessness Information Feedback Team in order that service development & provision reflects the views of people with lived experience of homelessness. Policies are also reviewed by our Legal Section prior to implementation.

Beyond the routine engagement with service users the Homelessness Service has undertaken a wide ranging engagement exercise with stakeholders. As part of the engagement exercise to inform the final strategy a number of exercise have been undertaken, including:

- Presentation to of Strategy to RSL Senior Managers
- Presentation to of Strategy to Voluntary Sector staff and people with lived experience
- Engagement sessions with people with lived experience of homelessness
- Survey Monkey consultation with key stakeholders. 35 written responses were received during the online consultation process.

The consultation results helped to shape the development and delivery of the draft strategy.

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*FAIR is an acronym for the following -

- **Facts:** What is the experience of the individuals involved and what are the important facts to understand?
- **Analyse rights:** Develop an analysis of the human rights at stake
- **Identify responsibilities:** Identify what needs to be done and who is responsible for doing it
- **Review actions:** Make recommendations for action and later recall and evaluate what has happened as a result.

[11.](#) The United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024 came into force on the 16th July 2024. All public bodies may choose to evidence consideration of the possible impact of decisions on the rights of children (up to the age of 18). Evidence should be included below in relation to the General Principles of the Act. Go to the [full list of articles](#) to be considered for further information.

No Discrimination: Where the decision may have an impact, explain how the EQIA has considered discrimination on the grounds of protected characteristics for children. You may have considered children in each of the EQIA sections and returned relevant evidence.

Best Interests of the child: Where the decision may have an impact, explain how the EQIA has evaluated possible negative, positive or neutral impacts on children. You may find that options considered need to be reframed against the best possible outcome for children.

Life, survival and development: Where the decision may have an impact, explain how the EQIA has considered a child's right to health and more holistic development opportunities.

Respect of children's views: Where the decision may have an impact, explain how the views of children have been sought and responded to. You need to consider what steps were taken in Q4 in relation to this.

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Having completed the EQIA template, please tick the relevant box that you, the Lead Reviewer, perceive best reflects the [findings of the assessment](#). This can be cross-checked via the Quality Assurance process:

Option 1: No major change (where no impact or potential for improvement is found, no action is required) ☒

Option 2: Adjust (where a potential or actual negative impact or potential for a more positive impact is found, make changes to mitigate risks or make improvements) ☐

Option 3: Continue (where a potential or actual negative impact or potential for a more positive impact is found but a decision not to make a change can be objectively justified, continue without making changes) ☐

Option 4: Full mitigation of identified risk not made, decision to continue without objective justification (Lead Reviewer to provide explanatory note here) ☐

Option 5: Stop and remove (where a serious risk of negative impact is found, the plans, policies etc. being assessed should be halted until these issues can be addressed) ☐

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If you believe your service is doing something that 'stands out' as an [example of good practice](#) - for instance you are routinely collecting patient data on sexual orientation, faith etc. - please use the space below to describe the activity and the benefits this has brought to the service. This information will help others consider opportunities for developments in their own services.

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Actions.

From the additional mitigating action requirements sections completed above, please summarise the actions this service will be taking forward or tick the box next to 'No Actions Identified'

The service will continue to seek to implement the actions set out within the Rapid Transition Plan. The Temporary Accommodation Plan, which reflects the strategic aims of the RRTP, will be monitored to ensure that Homelessness Services continue to improve outcomes for homeless households.

No actions identified ☐

Date for completion March 2026

Who is responsible? (initials) ACO Public Protection

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Ongoing 6 Monthly Review: please write your 6 monthly EQIA review date:

Lead Reviewer:

Name Gary Quinn

Job Title Service Manager Homelessness Services

Signature

Date 06/08/2026

Quality Assurance Sign Off:

Name Louise Carroll

Job Title Planning and Development Manager, EHRT

Signature *Louise Carroll*

Date 31/08/2026

Where unmitigated risk has been identified in this assessment, responsibility for appropriate follow-up actions sits with the Lead Reviewer and the associated delivery partner.

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NHS Greater Glasgow & Clyde Equality Impact Assessment Tool
Meeting the Needs of Diverse Communities
[6 monthly review sheet](#)

Name of Policy/Current Service/Service Development/Service Redesign:

Please detail activity undertaken with regard to actions highlighted in the original EQIA for this Service/Policy

Action:

Status:

Completed

Date

Initials

Action:

Status:

Completed

Date

Initials

Action:

Status:

Completed

Date

Initials

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Action:

Status:

Completed

Date

Initials

Please detail any outstanding activity with regard to required actions highlighted in the original EQIA process for this Service/Policy and reason for non-completion

Action:

Reason:

To be completed by

Date

Initials

Action:

Reason:

To be completed by

Date

Initials

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Please detail any new actions required since completing the original EQIA and reasons:

Action:

Reason:

To be completed by

Date

Initials

Action:

Reason:

To be completed by

Date

Initials

Please detail any discontinued actions that were originally planned and reasons:

Action:

Reason:

Action:

Reason:

Please write your next 6-month review date

Name of completing officer:

Date submitted:

If you would like to have your 6 month report reviewed by a Quality Assuror please e-mail to: Alastair.Low@nhs.scot

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