



Equality Impact Assessment (EqIA) Template

Before completing the EQIA please have a look at the [Dorset Council style guide](#) and also use the [accessibility checker](#) to make sure your document is easy for people of all abilities to read.

Some key tips

- avoid tables and charts, if possible please provide raw data
- avoid pictures and maps if possible.
- avoid using bold, italics or colour to highlight or stress a point
- when using numbering or bullet points avoid using capitals at the beginning unless the name of something
- date format is dd month yyyy (1 June 2021)
- use clear and simple language
- where you need to use technical terms, abbreviations or acronyms, explain what they mean the first time you use them
- if using hyperlinks, make sure the link text describes where the link goes rather than 'click here' Please note equality impact assessments are published on the Dorset Council [website](#)

Before completing this form, please refer to the [supporting guidance](#). The aim of an Equality Impact Assessment (EqIA) is to consider the equality implications of your policy, strategy, project or service on different groups of people including employees of Dorset Council, residents and users of our services and to consider if there are ways to proactively advance equality.

Where further guidance is needed, please contact the Inclusion Champion or the [Diversity & Inclusion Officer](#).

1. Initial information

Sourcing of Temporary Accommodation Policy

2. Is this a (please delete those not required):

New Policy

3. Is this (please delete those not required):

Both internal and external

4. Please provide a brief overview of its aims and objectives:

Dorset Council has a statutory duty to secure accommodation in order to meet the obligations imposed by the Housing Act 1996 as amended. Dorset owns a small amount of stock and is therefore reliant on external provision to temporarily house homeless applicants. This policy provides a brief overview as to the type and location of accommodation that should be sought in order to meet the needs of these households

5. Please provide the background to this proposal?

In 2024 an audit was undertaken by SWAP in relation to the properties managed by the Housing Solutions Team. The scope of the audit included the following:

- Supply of temporary accommodation
- Voids process and Health and Safety compliance
- Rent collection process
- Budgeting and forecasting
- Monitoring performance and KPIs

- Placing applicants in temporary accommodation including requirements and forecasting
- Leaving temporary accommodation and temporary to permanent accommodation.

The report noted that some of the policies devised by Housing Solutions remained in draft state and that work needed to be undertaken to ensure that they were completed and the requisite approval obtained. In their words

“these policies are crucial for strengthening the operational framework by providing clear guidelines for procurement, policy management and tenant allocation, thereby ensuring comprehensive risk management, compliance, excellence and a culture of transparency and accountability”.

Three specific policies were cited as requiring adoption, Voids, Placement and Sourcing of Temporary Accommodation.

Evidence gathering and engagement

6. What sources of data, evidence or research has been used for this assessment? (e.g national statistics, employee data):

Primarily reference has been made to the Housing Software System, Huume, which records the number of households that approach Dorset Council as homeless and are placed into temporary accommodation. Data has been assessed for the calendar year 2025 to provide a fuller picture regarding the breakdown of applicant types, age, sex etc.

MHCLG statistical tables on homelessness data.

Reference to Local Housing Allowance figures.

7. What did this tell you?

In 2025 651 684 individual households were placed into temporary accommodation. 236 of these households were households with dependent children. Dependent children are classified as 19 years or under and in education.

Age of Primary Applicant

55+ = 106

24-54 = 448

16-24 = 130

Sex of the lead applicant

Male = 326

Female = 354

Trans = 4

Other – 0

Whilst the above data is based on the calendar year 2025 reference has also been made to the homelessness data held by MHCLG on the live tables. The quarterly returns made to central government include the number of households accommodated on the last day of the quarter. A direct comparison has been made between Quarter 3 – 31 December 2025 and 31 March 2026. This showed that in Dorset the overall number of households accommodated rose between the two quarters. There was an increase of 6.7% whereas the average increase for England was 1.1%. This increase means that Dorset will need to identify suitable accommodation for temporary residency.

8. Who have you engaged and consulted with as part of this assessment?

No internal or external partners have been consulted with in relation to this assessment

9. Is further information needed to help inform decision making?

No.

Is an EQIA required?

Not every proposal will need an EqlA. The data and research should inform your decision whether to continue with this EqlA. If you decide that your proposal does not need an EqlA, please answer the following question:

This policy, strategy, project or service does not require a EqlA because (provide details):

Yes. Homelessness can be experienced by any member of society and at any age. Although an applicant must be a minimum of 16 years of age before an application may be accepted by the local housing authority there are clearly a large proportion of homeless households who are assisted due to the very fact that they comprise of families with dependent children.

There are specific pieces of legislation as well as government departmental issued advice which govern the type of accommodation that certain households can be placed in as well as the length of time. The EqIA gives an opportunity to consider the needs of all applicants and not just specified cohorts.

Accommodation will be required to meet the needs of a diverse range of people across the whole of district.

Assessing the impact on different groups of people

For each of the protected characteristics groups below, please explain whether your proposal could have a positive, negative, unclear or no impact. Where an impact has been identified, please explain what it is and if unclear or negative please explain what mitigating actions will be taken.

- use the evidence you have gathered to inform your decision making.
- consider impacts on residents, service users and employees separately.
- if your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option.
- see guidance for more information about the different [protected characteristics](#).

Key to impacts

Positive Impact	• the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.
Negative Impact	• protected characteristic group(s) could be disadvantaged or discriminated against
Neutral Impact	• no change/ no assessed significant impact of protected characteristic groups
Unclear	• not enough data/evidence has been collected to make an informed decision.

Impacts on who or what?	Choose impact	How
Age Older people Children under the age of 18 years.	Neutral	Data has been taken from households placed in temporary accommodation in 2025 as this would provide significant data for a whole year Of the 684 individual households placed 106 were aged 55 plus. This age was selected due to the fact that a lot of older persons housing advertised via Dorset Council Home Choice is eligible for occupation by applicants aged 55 years and over. Sourcing longer term leased accommodation may assist in ensuring that the older homeless applicants are not in emergency B&B provision for longer than necessary but equally this cohort may be successful in being offered a social property quicker due to the age requirements. 236 households had dependent children. Households with dependent children are regarded as being in priority need under the Housing Act 1996 as amended and therefore accommodation must be secured. Dorset Council is striving to minimise the use of Bed and Breakfast for all households but the primary focus always be on Families With Children due to the fact it is unlawful to accommodate in B&B for longer than six weeks. Research into the effect of time spent generally in temporary accommodation for children demonstrates a significant impact due to change in location resulting in change in schooling. A portfolio spanning a wide geographical area may help to mitigate this.

Impacts on who or what?	Choose impact	How
		England's Homeless Children: The crisis in temporary accommodation Children growing up in B&Bs – new data shows the full story Children's Commissioner for England Sourcing longer term leased accommodation will at least provide some stability to families and provide enough room for children to study and complete homework which emergency B&B will not do. The age of a homeless applicant however is not specifically referenced in this policy save for those households that contain dependent children.
Disability	Neutral	Of the 684 households placed in temporary accommodation: • 176 households declared that their support need was a physical disability. • 49 declared a learning disability as their support need • 305 stated that they had a history of mental health problems. It is unlikely that accommodation will be sourced that will meet specific requirements as adaptations are usually undertaken after a bespoke assessment. However the intention will be to source accommodation that is generally accessible. Those applicants who have a disability attributable to mental health or learning disability may benefit from being

Impacts on who or what?	Choose impact	How
		accommodated in longer term self contained accommodation than in emergency B&B provision.
Care Experience	Neutral	Dorset has a number of housing schemes designated for occupation by care leavers and in most instances they would be considered for these rather than the homeless temporary route. However for those homeless applicants who are recognised as having a care experience background the Code of Guidance Homelessness states that B&B accommodation will not be regarded as suitable. Alternative longer term accommodation will need to be available. The Sourcing of Temporary Accommodation Policy does reference that there may be circumstances where B&B will be used for Care Leavers but where this occurs regular review meetings will be held.
Gender reassignment and Gender Identity	Neutral	None of the schemes used by Dorset Council are designated as gender specific. This cohort may benefit from direct placement into longer term self contained accommodation.
Marriage or civil partnership	Neutral	It is not anticipated that applicants who are in a marriage or civil partnership would be impacted by accommodation in either emergency B&B accommodation or a longer term

Impacts on who or what?	Choose impact	How
		placement. Homeless applications are made by a singular applicant and their household composition is considered accordingly. The policy therefore does not reference this specific characteristic.
Pregnancy and maternity	Positive	As with households with dependent children pregnancy is a priority need category in its own right. A household that comprises either solely or as a household member that is pregnant is not permitted to remain in emergency B&B accommodation for longer than six weeks. Recent amendments made to the Code of Guidance regarding suitability ensure that any property identified must have room for a cot. Households with a pregnant woman will be better accommodated in longer term temporary accommodation than emergency B&B. There is no data available as to whether there is any impact on maternity directly.
Race and Ethnicity	Neutral	Where English is not a first language, officers will continue to utilise interpreting and translation services to ensure applicants can access homelessness assistance and understand accommodation offers. The policy states that cultural and religious needs will be considered when necessary.

Impacts on who or what?	Choose impact	How
Religion and belief	Neutral	No specific impact has been identified in relation to this policy. The policy states that cultural and religious needs will be considered when necessary.
Sex (consider men and women)	Neutral	Currently there are no schemes in operation as temporary accommodation which are designated for one sex only and no plans to create one. Whilst regard will be had in respect of placing an applicant into B&B or shared hostel scheme as to the general make up of the current residents sex will not have a bearing when it comes to the sourcing of an accommodation unit.
Sexual orientation	Neutral	No specific impact has been identified in this policy.
People with caring responsibilities	Neutral	No specific impact has been identified.
Rural isolation	Neutral	Accommodation is likely to be sourced in urban areas due to availability and access to services. Officers will seek, where

Impacts on who or what?	Choose impact	How
		reasonably practicable, to secure accommodation so that households are close to employment, education, healthcare and support networks.
Socio-economic deprivation	Neutral	No specific impact has been identified.
Single parents	Neutral	Single Parents are the largest applicant type accommodated according to national homelessness statistics. Statutory Homelessness England Time Series 202512.ods Nationally at the end of Q3, 31 December 2025 33% of households accommodated in temporary accommodation were single female parents and 3% were single male. The aim of this policy is to source accommodation that will be suitable for the parent and their children. This is true whether the parent was single or co-parenting in a combined household.
Armed forces communities	Neutral	No specific impact.

Please provide a summary of the impacts:

This policy is expected to have a specific positive impact for applicants who are pregnant or where their household includes a pregnant woman due to the need to ensure that longer term hostel or self contained accommodation is available for their occupation in order to meet the statutory limit of no accommodating in B&B for longer than six weeks.

This policy is viewed as having a neutral impact overall with respect to age but as with pregnancy, those households with dependent children under the age of 19 years may benefit from access to longer term hostel or self contained accommodation.

The policy is viewed as having a neutral impact across all other protected characteristics. Individual needs will continue to be considered to ensure that accommodation is suitable and accessible.

Action Plan

Summarise any actions required as a result of this EqIA.

Issue	Action to be taken	Person(s) responsible	Date to be completed by
The portfolio does not meet the need of presenting households.	Run quarterly reports to review number of households placed in temporary accommodation, against voids within portfolio and suitability review requests to establish any trends across the cohort.	Head of Housing Solutions.	First report by 31 March 2027 and three monthly thereafter.
Policy review.	Review the Placement Policy and EqIA at the next scheduled policy review or sooner if there are legislative or service changes.	Head of Housing Solutions.	October 2029 unless required to do so sooner.

Sign Off

Officer completing this EqIA: Miriam Smith

Officers involved in completing the EqIA: Louise Turner

Date of completion: 4 September 2026

Version Number: 1

EqlA review date:

Equality Lead Sign Off:

Next Steps:

- the EqlA will be reviewed by Communications and Engagement and if in agreement, your EqlA will be signed off.
- if not, we will get in touch to chat further about the EqlA, to get a better understanding.
- EqlA authors are responsible to ensuring any actions in the action plan are implemented.

Please send to [Diversity and Inclusion Officer](#)