

APPENDIX 2



Equality and Future Generations Evaluation

Name of the Officer completing the evaluation Ian Bakewell Phone no: 01633 644479 E-mail: ianbakewell@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal Homeless Transition Plan
Name of Service area Housing & Communities	Date 14.03.21

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The service will positively contribute, particularly to applicants 16+	There are no negative impacts in relation to this proposal	N/A
Disability	The service will be available for those with disabilities and will increase provision	Ditto	Ditto
Gender reassignment	The service will contribute positively	Ditto	Ditto

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Marriage or civil partnership	Ditto	Ditto	Ditto
Pregnancy or maternity	Ditto	Ditto	Ditto
Race	Ditto	Ditto	Ditto
Religion or Belief	Ditto	Ditto	Ditto
Sex	Ditto	Ditto	Ditto
Sexual Orientation	Ditto	Ditto	Ditto

1. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
--	---	--	--

<p>Socio-economic Duty and Social Justice</p>	<p>The Homeless Transition Plan aims to mitigate inequality. It is recognised that the homeless need in Monmouthshire is characterised by issues such as low income creating affordability, impact of child-hood trauma, substance misuse, accessing employment and training and barriers to accessing, mental health and lack of independent living skills.</p> <p>The Plan seeks to mitigate and tackle such disadvantage by increasing increasing homeless accommodation options; improving the quality of accommodation; increasing housing support availability and strengthening homeless staffing.</p> <p>The Plan is informed particularly by evidence such as homeless and housing support grant statistics/data and at a higher level, evidence such as the Local Housing Market Assessment .</p> <p>The Plan is about:</p> <ul style="list-style-type: none"> ○ Homelessness should be brief and non-recurring 	<p><i>Describe any negative impacts that your proposal/s will have on people or groups of people who suffer socio-economic disadvantage.</i></p> <p>There are no negative impacts with the Homeless Transition Plan</p> <p>The Homeless Transition Plan focuses on increasing homeless accommodation options; improving the quality; increasing housing support availability and strengthening homeless staffing</p> <p>For children it helps avoid the need for families being displaced from their home communities and supports maintaining continuity of schooling.</p>	<p><i>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts in relation to the Socio- economic disadvantage.</i></p> <p>The Transition Plan explicitly impacts positively in relation to socio-economic disadvantage.</p> <p>Housing and homelessness is a cross cutting priority of the Social Justice Strategy with a multi-agency involvement.</p> <p>It will be an on-going action to identify opportunities to strengthen homeless prevention, improve homeless provision and support homeless actions through social poverty actions and partnership arrangements.</p> <p>The Plan mitigates against chaotic lifestyles by seeking to provide safe and secure provision through which lives can be rebuilt</p>
--	--	---	---

	<ul style="list-style-type: none"> ○ Core of WG Policy - Rapid Re-Housing has been introduced ○ Temporary ‘Homes’ – Not bare necessities; safe & secure; where lives can be re-built 		
--	--	--	--

2. Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	<p><i>1. When considering a new proposal you must factor in the potential effect on the Welsh Language whether it be positive or negative. 2. Every opportunity must be taken to inform the public that they can communicate with us through the medium of Welsh. 3. We must do everything to the same standard in both languages and not treat the Welsh Language less favourably.</i></p> <p>The Homeless Transition Plan provides increased opportunities for promoting the Welsh Language</p>	<p>To ensure any potentially negative impacts are mitigated the team will ensure that all activity will comply with the Welsh Language Act and the Council's Welsh Language Standards.</p>	<p>Every opportunity will be taken to increase the use of the Welsh language where appropriate eg a pending Welsh version of the Homeseach website which includes homeless information</p>

	through additional and improved information for applicants		
Operational Recruitment & Training of workforce	<p><i>If you are advertising new posts you must carefully consider whether these roles require the ability to communicate through Welsh and English (either desirable or essential). This is especially pertinent with front line roles as more than 10 % of the population of Monmouthshire speak Welsh. Also we need to consider additional training when appointing staff that have existing Welsh language skills.</i></p> <p>The Homeless Transition Plan includes actions for appointing additional staff. Whilst Welsh Language is not essential, there will be real benefits of identifying new staff who may be Welsh speakers which will be positively encouraged and promoted</p>	Additional posts will be advertised as a result of this proposal when consideration will be given to the need for an ability to communicate through the medium of Welsh.	As above
Service delivery Use of Welsh language in service delivery Promoting use of the language	<p>When advertising our services you must promote the fact that people can deal with the council in Welsh by phone, email, twitter, Facebook, letters, forms, website transactions etc.</p> <p>Having established a Homeless Transition Plan there will be increased activity promoting the availability of the service and how to access it. Every opportunity will be used to promote that the service can be accessed in Welsh</p>	Consideration will be given to the promotion of welsh language services during the delivery of existing and new services.	As above.



3. **Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The Homeless Transition Plan supports increasing housing options in Monmouthshire, in respect of temporary and permanent accommodation together with improving the quality of the those options. This will be beneficial to as it will enable residents to access good quality and suitable accommodation. This supports people to rebuild their lives, have stable home environments and remain in their home communities, which for those of working ages helps reduce barriers to employment and training opportunities and strengthens potential employment links. Good quality accommodation also supports educational achievement for both adults and children	<p>There are no negative impacts with the Homeless Transition Plan as it effectively increases provision.</p> <p>The Council will continue to look for other more suitable types of accommodation. Homeless prevention work will continue</p> <p>An example is the Llamau Emphasis project that will directly support young people in temporary accommodation.</p>
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	N/A
A healthier Wales People's physical and mental wellbeing is maximised and health impacts are understood	The Plan and the individual activity eg good quality accommodation and housing support positively contributes to well-being	Housing & Communities continually seek to maximise the contribution of housing generally. Good quality housing options support well-being.


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
		<p>The Plan integrates the Housing Support Grant programme in order for residents to both access housing support but also helped to maintain their accommodation</p> <p>There will be increased availability of accommodation that supports those with physical disabilities</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Housing activity contributes to cohesive communities. The additional accommodation planned supports creating more diverse housing options which help towards balanced communities and people to remain in their communities.</p>	<p>As above</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The Plan provides additional opportunities for sustainable activity eg to support climate change</p>	<p>The Council's homeless service has been required to meet applicable requirements eg EPC standards for private sector accommodation.</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>N/A</p>	<p>N/A</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>The Plan directly supports equality and protected and or disadvantaged groups through the delivery of service and increased service availability. For example, disabled people.</p>	<p>The Equality responsibilities were previously in place prior to the Plan, which strengthens the ability to reduce inequalities.</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<p>The Plan strengthens the provision of homeless accommodation and housing support as well as permanent accommodation. This helps to increase the stability in peoples lives improving opportunities in respect of personal finances, employment, training etc</p> <p>Some accommodation can be used as a stepping stone to move on to more permanent housing for and support strategies can be put in place.</p>	

4. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The proposal through increased staffing seeks to create more sustainable living arrangements and reduces the need to use B & B and or displace applicants, particularly families away from their home communities</p> <p>The service seeks to provide both short-term housing interventions and solutions but is under-pinned by rapid re-housing to long-term housing solutions. Some of the short-term options provide stability from which plans can be made for longer term housing needs to be met e.g. move on and permanent accommodation.</p> <p>The proposal is about sustainable solutions and minimising the potential to set people up to fail</p>	<p>The proposal continues to build on current homeless prevention activity.</p> <p>Other accommodation elsewhere in the County has been sourced and continues to be sourced.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>This proposal is all about working with Welsh Government to implement Welsh Government homeless policy.</p> <p>The proposal is very much about working in partnership with agencies and providers such as housing associations, housing support providers, private landlords; Gwent Community Psychology; Gwent Drug & Alcohol Advisory service etc.</p> <p>Regional work with neighbouring Councils is also of relevance</p>	<p>Partnership arrangements already exist with housing associations and private landlords and links are in place with the Police and Probation.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Many of the individual proposals within the Plan will need to be specifically consulted upon both to meet regulatory requirements (eg Planning) but also to positively and proactively involve interested stakeholders to help shape and develop individual proposals.</p> <p>The proposal facilitates greater involvement with service development. For example, the proposal facilitates introducing a psychologically and trauma informed approach to service delivery. Involving service users and staff is a fundamental part of such an approach.</p>	<p>The Council already acquires client feedback for most Housing services.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The Plan supports preventative activity e.g. homeless prevention.</p> <p>The Plan also supports problems reoccurring</p>	<p>Resources are already being directed towards mitigating against homelessness through homeless prevention and acquiring accommodation elsewhere in Monmouthshire.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The service positively impacts on any household threatened with homelessness or actually homeless</p> <p>It will also benefit local health services and agencies such as Social Care and the Police</p> <p>Through additional staffing the Plan supports increased access to good quality housing that is secure, warm, safe etc. supports all aspects of well-being e.g. physical health, medical health etc.</p> <p>The direct benefits this has for the service users is that accommodation supports the priorities of wider agencies such as health services</p>	<p>The Plan builds upon existing services that support well-being e.g. disabled adaptations; Caroline; homelessness etc.</p>

5. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	None.	None.	N/A.
Corporate Parenting	The provision of safe and secure affordable housing, together with the Council's Homeseach Allocations Policy which affords a level of housing priority to care leavers, will assist in ensuring increased opportunities for looked after children to remain living in the County when they reach adulthood.	None.	N/A.

2. What evidence and data has informed the development of your proposal?

Housing & Communities homeless performance management and service activity data 2019/20 and 2020/21.

Home search data 2020/21

Homeless Strategy Review data.

3. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

The main benefits of the Homeless Transition Plan are that it will:

- Increase and strengthen staffing to support the delivery of homeless services;
- Homeless prevention will be strengthened;
- Access will be increased to the number and range of temporary and permanent homeless accommodation
- Access will be increased to a
- Priority is being given to homeless staffing, young people and availability and housing support.

4. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible
Recruit to the new vacant positions	This has started. Completion anticipated around Aug 21	Ian Bakewell, Housing & Communities Manager; Jane Oates, Options Team Manager &
Develop and implement a programme of staff homeless related training	This has started. A training plan will be completed Aug 21	

Engaging with housing associations	This has started and is on-going through the Strategy & Policy Officer – Affordable Housing	Sarah Turvey-Barber, Strategy & Sustainable Living Manager; Sally Meyrick, Strategy & Policy Officer – Affordable Housing; Steve Griffiths, Strategy & Policy Officer - Homelessness
Engaging with private sector landlords	On-going through the Snr Accommodation Officer, although the approach will be refreshed on the appointment of the MLS Negotiator, anticipated by August 21	
Engage with Housing Support Grant Programme	This has started and is on-going in order to reconfigure existing services and develop new services. Working towards proposed re-commissioning of HSG Services will also be of relevance on the run up to April 2023.	

- 5. VERSION CONTROL:** The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.	Social Justice Report to Cabinet	03.03.21	Transition Plan approved and adopted as part of Social Justice Strategy
2	Report to Enterprise DMT	26.04.21	The initial draft report has been updated to reflect staff consultation following a joint staff meeting on 15.03.21
3	Report to Enterprise DMT	17.05.21	To consider an update on implementation progress.
4	Report to Adults Select	25.05.21	To consider an update on implementation progress