



monmouthshire  
sir fynwy

## Integrated Impact Assessment document (incorporating Equalities, Future Generations, Welsh Language and Socio-Economic Duty)

|   |   |
|---|---|
| <b>Name of the Officer completing the evaluation</b><br>Sally Meyrick<br><br><b>Phone no:</b> 07970 957039<br><b>E-mail:</b> <a href="mailto:sallymeyrick@monmouthshire.gov.uk">sallymeyrick@monmouthshire.gov.uk</a> | <b>Please give a brief description of the aims of the proposal</b><br>To provide an overview of the Local Housing Market Assessment Refresh 2022-2037 and to seek approval prior to sign off by Welsh Government. |
| <b>Name of Service area</b><br>Housing & Communities  | <b>Date</b><br>5 <sup>th</sup> April 2024   |

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.

| <b>Protected Characteristics</b> | <b>Describe any positive impacts your proposal has on the protected characteristic</b>                                      | <b>Describe any negative impacts your proposal has on the protected characteristic</b> | <b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b> |
|----------------------------------|---|--|--|
| Age                              | The LHMA provides an assessment of housing need for households of all ages and supports the delivery of affordable housing. | None   | None   |

| <b>Protected Characteristics</b> | <b>Describe any positive impacts your proposal has on the protected characteristic</b>   | <b>Describe any negative impacts your proposal has on the protected characteristic</b> | <b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b> |
|----------------------------------|--|--|--|
| Disability                       | The LHMA provides an assessment of housing need for households with disabilities and supports the delivery of adapted housing and supported housing. | As above   | As above   |
| Gender reassignment              | The LHMA provides an assessment of housing need for all households and supports the delivery of affordable housing.                                  | As above   | As above   |
| Marriage or civil partnership    | As above   | As above   | As above   |
| Pregnancy or maternity           | As above   | As above   | As above   |
| Race                             | As above   | As above   | As above   |
| Religion or Belief               | As above   | As above   | As above   |
| Sex                              | As above   | As above   | As above   |
| Sexual Orientation               | As above   | As above   | As above   |

## **2. 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><b>Socio-economic Duty and Social Justice</b></p> | <p>It is recognised that lack of suitable housing and homelessness is often characterised by issues such as: low income; affordability; impact of childhood trauma; substance misuse; accessing employment / training opportunities; barriers to accessing mental health and lack of independent living skills.</p> <p>The provision of affordable housing therefore benefits those experiencing socio economic disadvantage. Good quality affordable housing also supports wider priorities such as health and well-being, poverty, employment opportunities etc.</p> | <p>There are no negative impacts associated with this proposal.</p>   | <p>Housing and homelessness are a cross cutting priority of the Corporate and Community Plan with a multi-agency involvement.</p> <p>The proposal mitigates against chaotic lifestyles by seeking to provide safe and secure accommodation through which lives can be rebuilt.</p> |

### 3. Policy making and the Welsh language

| <b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</b>   | <b>Describe the positive impacts of this proposal</b>   | <b>Describe the negative impacts of this proposal</b> | <b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b>         |
|--|---|---|---|
| <b>Policy Making</b><br>Effects on the use of the Welsh language,<br>Promoting Welsh language<br>Treating the Welsh language, no less favourably | Neutral impact  | None  | N/A   |
| <b>Operational</b><br>Recruitment & Training of workforce  | Neutral impact.<br>The Council encourages the appointment of Welsh Language speakers and offers staff Welsh Language training | The Council struggles to employ Welsh speaking staff  | Actively promote roles and make sure they reach Welsh speaking candidates through Welsh Language recruitment sites. |
| <b>Service delivery</b><br>Use of Welsh language in service delivery<br>Promoting use of the language  | Neutral impact  | None  | N/A   |


**4. 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?   |
|---|---|---|
| <p><b>A prosperous Wales</b><br/>Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>                                  | <p><b>Positive:</b> The LHMA provides an indication of affordable housing need and is part of the evidence base, which informs future plans. Affordable housing helps the overall prosperity of neighbourhoods and residents (e.g. a stable home to access employment) and contributes towards balanced and resilient communities that are sustainable. The building of new affordable housing also contributes to the economy with regard to the supply chain, employment and apprenticeship opportunities.<br/><b>Negative:</b> N/A</p> | <p>It is an on-going priority for the Council to increase the provision of affordable homes and reduce reliance on bed &amp; breakfast accommodation.</p> |
| <p><b>A resilient Wales</b><br/>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g., climate change)</p> | <p><b>Positive:</b> All new build affordable homes have to be designed to meet high energy efficiency, low carbon standards.<br/><b>Negative:</b> N/A</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><b>A healthier Wales</b><br/>People's physical and mental wellbeing is maximized, and health impacts are understood</p>  | <p><b>Positive:</b> The LHMA provides an assessment of affordable housing need and ensures that affordable housing is suitable for the identified need. Needs considered include those who have physical health issues, mental health issues or other welfare needs. The provision of suitable housing can assist in promoting good health, independence and well-being.<br/><b>Negative:</b> N/A</p> | <p>The proposal has the potential to align with the Housing Support Grant programme to enable residents to access housing support and help to maintain their accommodation.</p> |
| <p><b>A Wales of cohesive communities</b><br/>Communities are attractive, viable, safe and well connected</p>   | <p><b>Positive:</b> Affordable housing makes an important contribution to the sustainability and cohesiveness of our towns and villages by providing homes that local people can afford to live in and helps to mitigate against the need to move away.<br/><b>Negative:</b> N/A</p>  | <p>N/A</p>  |
| <p><b>A globally responsible Wales</b><br/>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>                                | <p><b>Positive:</b> Positively contributes to the health of homeless households and households in need of suitable housing.<br/><b>Negative:</b> N/A</p>  | <p>N/A.</p>   |
| <p><b>A Wales of vibrant culture and thriving Welsh language</b><br/>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p> | <p><b>Positive:</b> N/A<br/><b>Negative:</b> N/A</p>  | <p>N/A</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><b>A more equal Wales</b><br/>People can fulfil their potential no matter what their background or circumstances</p> | <p><b>Positive:</b> The LHMA provides an assessment of housing need and supports delivery of affordable housing. Providers of affordable homes (RSLs) offer a range of support such as financial inclusion or education and employment opportunities - all of which contributes to empowering people and helps them fulfil their potential.<br/><b>Negative:</b> N/A</p> | <p>N/A</p>  |

**5. 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><b>Long Term</b><br/>future</p> <p>Balancing short term need with long term and planning for the future</p> | <p>The LHMA provides an assessment of the current housing market in addition to assessing the need for all types of affordable housing. The report also assesses housing need against the committed supply of affordable housing over the next 5 years. Information contained in the LHMA will contribute towards the evidence base for a range of housing and planning related plans and policies.</p> | <p>The LHMA will be updated every 2-3 years.</p> <p>The Council is moving towards a Rapid Rehousing Approach as required by Welsh Government</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>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p> | <p>The findings of the LHMA will contribute to negotiations with RSL's and private developers to ensure the right type of affordable housing is delivered in the right location.</p> <p>This proposal supports Welsh Government ambition to transition to a Rapid Rehousing Approach to homelessness.</p> <p>The proposal supports Health (good accommodation contributes to well-being etc) and Social Care (good accommodation supports families, care leavers and corporate parenting etc) and Police/Public Protection (greater options for potentially placing offenders)</p> | <p>N/A</p>  |
|  <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>    | <p>Various internal stakeholders have been consulted in the development of this assessment including Planning, Adult Services, Children Services, Housing &amp; Communities departments. Various external stakeholders have also been consulted including partner RSLs and neighbouring Local Authorities.</p>   | <p>N/A</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><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>    | <p>The LHMA helps to identify emerging trends in house prices together with the current and future housing needs of Monmouthshire households and will be used as part of the evidence base for a range of housing and planning related plans and strategies.</p>  | <p>N/A</p>  |
|  <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>Affordable housing makes an important contribution to the sustainability of our towns and villages by providing homes that local people on low incomes can afford to live in. The allocation of affordable housing seeks to support those in housing need and vulnerable households, the housing application assessment considers a range of needs including medical and welfare needs and banding is awarded in line with someone's circumstances. An allocation of affordable housing is often a betterment to an individual's circumstances. RSL partners offer a range support to their tenants such as financial inclusion, advice in relation to fuel poverty/energy efficiency or advice around education and employment all of which help the individual as well as the economy and environment.</p> | <p>N/A</p>  |

**6. 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?**

|                     | <b>Describe any positive impacts your proposal has</b>  | <b>Describe any negative impacts your proposal has</b> | <b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b> |
|---------------------|---|--|---|
| Safeguarding        | The LHMA provides data on the housing needs of homeless households, those that require specialist housing such as adapted or supported housing and also older persons' housing. | None.  | N/A   |
| Corporate Parenting | The proposal supports Corporate Parenting by potentially providing safe and secure accommodation.   | None.  | N/A   |

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

|  |
|--|
| <p>A number of data sources were used in the preparation of the LHMA. These include:</p> <ul style="list-style-type: none"> <li>• CACI Paycheck Data.</li> <li>• Hometrack (Housing Intelligence) Data</li> <li>• Monmouthshire's Common Housing Register</li> <li>• Office of National Statistics</li> </ul> <p>The legislation and good practice which have informed the LHMA are:</p> <ul style="list-style-type: none"> <li>• Local Housing Market Assessment Report; Getting Started with your Local Housing Market Assessment, Welsh Government, 2014</li> <li>• Local Market Housing Assessment guide, Welsh Government, March 2006</li> <li>• Housing Act 1985</li> <li>• Housing (Wales) Act 2014</li> <li>• The Well-being of Future Generations (Wales) Act 2015</li> </ul> |
|--|

**8. 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?**

*This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

The LHMA provides an assessment of the need for all types of affordable housing, the report also assesses housing need against the committed supply of affordable housing over the next 5 years. Information contained in the LHMA will contribute towards the evidence base for a range of housing and planning related plans and policies.

**Positive**

- The LHMA provides an assessment of housing need for all households and supports the delivery of affordable housing
- The provision of good quality affordable housing benefits those experiencing socio economic disadvantage and supports wider priorities such as health and well-being, poverty, employment opportunities etc.
- The building of new affordable housing also contributes to the economy with regard to the supply chain, employment and apprenticeship opportunities.
- Affordable housing makes an important contribution to the sustainability and cohesiveness of our towns and villages by providing homes that local people can afford to live in and helps to mitigate against the need to move away
- Delivers positive impacts to those with protected characteristics
- Supports wider priorities such as contributing to a Rapid Rehousing approach to homelessness

**Negative**

N/A

**9. 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 |
|--------------------------|------------------------------|--------------------|
|                          |                              |                    |

**10. 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.          | People Scrutiny Committee | 16 <sup>th</sup> April 2024 |  |
| 2.          | Cabinet                   | 15 <sup>th</sup> May 2024   |  |
| 3.          | Welsh Government          | TBC                         |  |