



monmouthshire
sir fynwy

Equality and Future Generations Evaluation

<p>Name of the Officer completing the evaluation Louise Corbett</p> <p>Phone no: 07970957039 E-mail: louisecorbett@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>It is a legal requirement for Monmouthshire Council to run a Housing Register that manages the letting of social housing in Monmouthshire. Monmouthshire Housing Association (MHA) administers the common housing register on behalf of the Council via Homesearch. There is a service level agreement in place with MHA to manage this service. Melin, Pobl and United Welsh are also part of the Homesearch partnership and use it to let their affordable housing in Monmouthshire to applicants in line with this policy and accompanying procedures. To ensure an effective allocations policy that is fit for purpose and reflects current legislation and case law, periodic reviews are undertaken and amendments to the existing policy proposed.</p>
<p>Name of Service area</p> <p>Housing</p>	<p>Date</p> <p>18/05/2020</p>

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.

Appendix 2

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 revised Homeseach policy should bring positive benefits to Monmouthshire residents of all ages. Households from the age of 16 and above are able to register on Homeseach. 16/17 year olds are granted a tenancy in trust until they reach 18. There is no upper age limit as to who can register for Homeseach and there a range of housing options available to meet need e.g. older persons housing.	Applicant could be assessed as adequately housed and therefore not in housing need.	Ensure the policy is accurately interpreted and implemented. This will be achieved through quarterly meetings of the Homeseach Partnership where performance will be monitored.
Disability	The Homeseach policy administers the allocation of a range of properties including those that meet accessible housing requirements. Each household who registers on Homeseach has their circumstances considered on a case by case basis. Where an applicant might have disabilities, supporting medical information and/or occupational therapy assessments will be considered when determining their application and suitability of accommodation.	Applicant could be assessed as adequately housed and therefore not in housing need.	Ensure the policy is accurately interpreted and implemented. This will be achieved through quarterly meetings of the Homeseach Partnership where performance will be monitored.
Gender reassignment	None.	None.	N/A.
Marriage or civil partnership	None.	None.	N/A.

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?
Pregnancy or maternity	None.	None.	N/A.
Race	None.	None.	N/A.
Religion or Belief	None.	None.	N/A.
Sex	None.	None.	N/A.
Sexual Orientation	None.	None.	N/A.
Welsh Language	None.	None.	N/A.
Poverty	None.	None.	N/A.

2. 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	Positive: The policy sets out our commitment to make best use of resources and ensure affordable housing is allocated in the most appropriate way. Affordable housing helps the overall prosperity of neighborhoods and residents (eg a stable home to access employment) and contributes towards	Ensure the policy is accurately interpreted and implemented. This will be achieved through quarterly meetings of the Homesearch Partnership where performance will be monitored.



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>balanced and resilient communities that are sustainable.</p> <p>Negative: None.</p>	
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Positive: N/A</p> <p>Negative: N/A</p>	N/A
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: The policy seeks to prioritise those who are assessed as having a housing need, this includes 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.</p> <p>Negative: None.</p>	<p>There is ongoing dialogue between the Council, Monmouthshire Homesearch and partner agencies to encourage clients who may have a housing need to register onto the waiting list. During the application process their housing need is assessed on a case-by-case basis and the appropriate banding is given to their application.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Positive: 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.</p> <p>Negative: None.</p>	<p>Ensure the policy is accurately interpreted and implemented. This will be achieved through quarterly meetings of the Homesearch Partnership where performance will be monitored.</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>Positive: The Policy provides provision for local letting policies that can help to address localized issues, eg anti-social behavior.</p> <p>Negative: None</p>	
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Positive: N/A.</p> <p>Negative: N/A</p>	N/A.
<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>Positive: The policy applies to housing in rural areas and includes a Rural Allocation Policy which sees new homes allocated to local people who are able to evidence a long standing connection to village. This contributes to and supports the heritage and culture of our rural communities.</p> <p>Negative: None.</p>	Ensure the policy is accurately interpreted and implemented. This will be achieved through quarterly meetings of the Homeseach Partnership where performance will be monitored.
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Positive: The policy aims to allocate affordable housing equitably and in a transparent manner regardless of an individual's ethnic origin, gender, disability, sexual orientation or religion. The policy is a means for the Council's partner Registered Social Landlord's (RSL) to allocate properties and once someone becomes a tenant they are able to access a range of support such as financial inclusion or education and employment opportunities - all of which</p>	The agreed policy will be subject to regular monitoring and periodic review, in line with the Code of Guidance.

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?
	contributes to empowering people and helps them fulfil their potential. Negative: None.	

3. 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>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The policy is the framework for managing the Homesearch waiting list and sets out how we will manage applications and allocate properties. The waiting list is a live database and changes continuously with applicants registering, cancelling applications or notifying of a change in their circumstances – it is the measure of need at that point in time. The policy is reviewed periodically to ensure it reflects current legislation, good practice and is fit for purpose.</p> <p>The database is used for future planning when assessing housing need and feeds into an evidence base that is used for a range of Housing and Planning policies such as Local Housing Market Assessment and replacement of Local Development Plan. The data also influences decisions as to where Welsh Government funding should be allocated as well what specialist housing provision is required i.e. social services/health need.</p>	<p>As part of the review and proposed changes the Locata IT system will be upgraded. This will ensure the database captures all the relevant information for housing needs mapping, the data can be obtained easily and that it can be interpreted effectively.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>To effectively review the policy a review group was set up and key partners were invited to participate. In addition to the allocation of social housing the policy also seeks to support wider priorities, such as those relating to Social Care, Community Safety etc. Our partners and effective joint working are essential for us to be successful in the implementation of the policy and deliver outcomes.</p>	<p>The Monmouthshire Homesearch Partnership will meet quarterly to review implementation of the policy and its effectiveness.</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>The policy amendments have been agreed in liaison with Homesearch partners. At the beginning of the review process consultation and engagement events were held with stakeholders, staff and applicants of the waiting list. The final policy has also been made available for consultation with Shelter Cymru, U3A, Disability Wales, Stonewall Cymru, Race Equality First and Onyx Foundation.</p>	<p>Feedback and comments have been considered and fed into the review.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The policy seeks to assist applicants with a housing need and supports the Council in its statutory duties with regard to those who are threatened with homelessness or who are actually homeless. Applications are banded according to need and priority is given to those who have the most urgent requirements, the allocation of suitable housing should prevent problems getting worse and contribute to improvements in people's health and well-being.</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>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 policy 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 of 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>	N/A

4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, 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?
Social Justice	N/A	N/A	N/A
Safeguarding	The policy supports households and agencies in relation to safeguarding issues e.g. domestic abuse.	None.	N/A.

Corporate Parenting	The policy supports the Corporate parenting and allows for care leavers and child in need cases to be awarded priority banding.	None.	N/A.
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5. What evidence and data has informed the development of your proposal?

Evidence has been gathered in the following ways:

- Consultation with a range of stakeholders including staff, councillors and partner agencies.
- Surveyed existing Homeseach applicants, analysed feedback received by the Homeseach team in range of ways such as complaints, compliments, customer satisfaction surveys and new tenant feedback.
- Consultation with the Council's Equality Officer.
- Consultation with Shelter Cymru, U3A, Disability Wales, Stonewall Cymru, Race Equality First and Onyx Foundation.
- Housing register data
- Local Housing Market Assessment (September 2018)

The legislation and good practice which have informed the policy revisions are:

- Housing Act 1996
- Housing(Wales) Act 2014
- Welsh Government's Code of Guidance for Local Authorities on the Allocation of Accommodation and Homelessness
- The Allocation of Housing and Homelessness (Eligibility)(Wales) Regulations
- Crime and Disorder Act 1998
- Equalities Act 2010
- Data Protection Act 2018
- Welhs Government's Phase 2 Planning Guidance for Homelessness & Housing Related Support.

6. 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?

Positive -

The positive benefits of this proposal will allow us to:

- Allocate affordable housing fairly, consistently and transparently

- Fully adhere to legislation and the Welsh Government’s regulatory framework
- Provide a service that is easy to access, responds to changing demands and gives high customer satisfaction
- Work to support sustainable and resilient communities, the prevention of homelessness and help to support vulnerable people.
- Make best use of housing stock

Negative – None.

7. 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
Proceed with upgrades to the Locata IT system to respond to policy changes.	October 2020	Strategy and Policy Officer – Affordable Housing
Implement and publicise changes and make amended policy available.	October 2020	Strategy and Policy Officer – Affordable Housing

8. 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
0.0	Adult Select Committee	October 2020	
1.0	ICMD	October 2020	