



monmouthshire  
sir fynwy

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

<b>Name of the Officer</b> completing the evaluation Ian Bakewell  <b>Phone no:</b> 01633 644479 <b>E-mail:</b> ianbakewell@monmouthshire.gov.uk	<b>Please give a brief description of the aims of the proposal</b>  Housing Support Programme Strategy
<b>Name of Service area</b>  Housing & Communitues	<b>Date</b>  30 <sup>th</sup> December 2021

- 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	<p>This proposal positively affects people of all ages threatened with or actually homeless from 16+. It will also benefit children of families who may be assisted.</p> <p>The priority focus of the Strategy is to help prevent homelessness of people falling within all protected characteristics groups. This includes older persons.</p> <p>This Strategy will increase the amount homeless accommodation available, the type of accommodation available and the quality of accommodation available. Similarly, it will increase the type of housing support available</p> <p>All homelessness activity, regardless of advice and information, homeless prevention or homeless accommodation will support people of all protected characteristics</p>	None	<p>No negative impacts will arise as a result of this Strategy, which will seek to continue building on homeless actions already delivered over the last year which includes:</p> <p><b>New Accommodation</b></p> <ul style="list-style-type: none"> <li>• Self-contained x 4 units and shared emergency family accommodation in the south</li> <li>• Self-contained one bedroomed flats x 8 for single people</li> </ul> <p><b>New Housing Support</b></p> <ul style="list-style-type: none"> <li>• Temporary accommodation housing support</li> <li>• Assertive Outreach</li> <li>• Drug &amp; Alcohol Assertive Outreach</li> <li>• Housing First</li> <li>• High need Young Persons Supported Housing</li> </ul>
Disability	<p>The Strategy specifically mitigates against a lack of accessible homeless accommodation and will seek to increase the availability of accessible accommodation.</p>	As above	<p>New self-contained emergency family accommodation in the South has increased the availability of accessible homeless accommodation. New single persons accommodation in Chepstow has provided additional ground floor units.</p>

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?
Gender reassignment	<p>This proposal positively affects people of all ages threatened with or actually homeless from 16+. It will also benefit children of families who may be assisted.</p> <p>The priority focus of the Strategy is to help prevent homelessness of people falling within all protected characteristics groups.</p> <p>This includes older persons. This Strategy will increase the amount homeless accommodation available, the type of accommodation available and the quality of accommodation available. Similarly, it will increase the type of housing support available</p> <p>All homelessness activity will support people of all protected characteristics.</p>	As above	<p>No negative impacts will arise as a result of this Strategy, which will seek to continue building on homeless actions already delivered over the last year which includes:</p> <p><b>New Accommodation</b></p> <ul style="list-style-type: none"> <li>• Self-contained x 4 units and shared emergency family accommodation in the south</li> <li>• Self-contained one bedroomed flats x 8 for single people</li> </ul> <p><b>New Housing Support</b></p> <ul style="list-style-type: none"> <li>• Temporary accommodation housing support</li> <li>• Assertive Outreach</li> <li>• Drug &amp; Alcohol Assertive Outreach</li> <li>• Housing First</li> <li>• High need Young Persons Supported Housing</li> </ul>

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	<p>This proposal positively affects people of all ages threatened with or actually homeless from 16+. It will also benefit children of families who may be assisted.</p> <p>The priority focus of the Strategy is to help prevent homelessness of people falling within all protected characteristics groups.</p> <p>This includes older persons. This Strategy will increase the amount homeless accommodation available, the type of accommodation available and the quality of accommodation available. Similarly, it will increase the type of housing support available</p> <p>All homelessness activity will support people of all protected characteristics.</p>	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.

	<b>Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage</b>	<b>Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
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**Socio-economic  
Duty and Social  
Justice**

A positive benefit of the Strategy is that it will help to tackle and mitigate against socio economic disadvantage.

The Strategy is seeking to transform the delivery of homelessness services. In this regard:

- There will be no need to sleep rough
- Homeless prevention is a priority of this Strategy. This includes financial inclusion support eg income maximisation, budgeting support, digital inclusion support, minimisation of outgoings, financial assistance (for example - to access private sector accommodation or address arrears etc) which mitigates against socio-economic disadvantage. A key aim will be to intervene earlier and 'higher-up' stream
- The Strategy will improve the quality and availability of temporary, permanent, semi-permanent and supported accommodation.
- The aim will be for homelessness to be brief and non-recurring
- A key action is to establish a Rapid Re-Housing Transition Plan
- A move to Temporary 'Homes' – not the bare the necessity, which are safe & secure and where lives can be re-built.

In this context, good quality and warm 'homes' which provide safety, security and stability is positively conducive to children completing homework and studying, adults training and studying and adults accessing and maintaining employment. It's also similarly relevant to other areas of 'inclusion' such as access to broadband and financial services, such as insurance.

There are no negative impacts of the proposal.

The Strategy will build on existing homeless prevention services and Housing Support Services that mitigate against socio economic disadvantage. Such services include:

- Prevention fund
- Discretionary housing payments
- Temporary accommodation support
- Re-settlement housing support
- Generic floating housing support
- Pobl Young Persons Supported Housing
- Llamau Emphasis
- Housing First

	In addition to the provision of higher standards of accommodation which will offer greater stability for households, housing support will be available to households. Support assessments will give consideration to training and employment needs		
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### **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>  Effects on the use of the Welsh language,  Promoting Welsh language  Treating the Welsh language no less favourably	Welsh Language will be factored into those areas of services where there is written information. Such examples where bi-lingual can be applied include: <ul style="list-style-type: none"> <li>• Accommodation agreements</li> <li>• Standard letters</li> <li>• Personal Housing Plans</li> <li>• Housing Support Plans</li> <li>• Accommodation signage</li> <li>• Website information</li> <li>• Hard information eg flyers</li> </ul>	None	N/A
<b>Operational</b>  Recruitment & Training of workforce	There is no requirement for Welsh speakers in respect of operational delivery and, therefore, recruitment and training. Welsh speakers are however, positively encouraged to apply for vacancies.  Existing staff are encouraged through the Council's training unit to access Welsh lessons.	None	At present there are two members of the Housing team who have taken up this opportunity.
<b>Service delivery</b>  Use of Welsh language in service delivery	Actions to improve the Council's delivery of the homeless service provide an opportunity to promote that anyone approaching the Council in respect of homelessness can deal with the Council in Welsh in person, by phone, email, Twitter, Facebook, letters, forms etc	None	The Housing Register policy was reviewed last year and the changes are being implemented. One such change is establishing a Welsh version of the Homeseach website. The Homeseach website contains



Promoting use of the language			homeless information and, thereby, provides a building block for going forwards.
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**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> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p><b>Positive:</b> Homelessness is increasingly a priority for Welsh Government. Thereby it is a strategic priority for the Council. Due to the change in need and demand profiles, there has been a need to create additional posts/jobs and employment across the homeless sector to manage this change in demand. The Council has recruited additional staff in this regard</p> <p>The proposal contributes positively to increasing housing options for those who are threatened with homelessness or those who are actually homeless.</p> <p>The whole service is focused on delivering sustainable solutions that make efficient and best use of available resources. The central focus of this is for households needing homeless assistance being able to acquire their own sustainable accommodation and live as independently as possible. The service can provide wider benefits to other services eg facilitate hospital discharge; reduce reliance on Social Care packages; support criminal justice resources etc</p>	<p>Homeless services relating to accommodation provision will be positive in respect of employment because of the need for repairs and maintenance services that will benefit local companies and supply chains.</p> <p>An impact of Welsh Government policy has seen the increased use in B &amp; B use in both numbers needing B &amp; B and average lengths of stay due to the current lack of affordable housing and suitable temporary/supported accommodation. This isn't sustainable accommodation in terms of expenditure or the well-being of households accommodated. The Strategy will mitigate against this. For example by:</p> <ul style="list-style-type: none"> <li>• More flexible quotas of social housing being allocated to homeless households</li> <li>• Introducing shared housing within the social sector</li> <li>• Re-designation of social housing</li> <li>• Seeking to use the social housing grant programme to increase the availability of accommodation that will benefit homeless applicants</li> <li>• Seeking to develop Monmouthshire Lettings to promote and identify new accommodation opportunities in the private rented sector</li> </ul>




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>Stable and good quality accommodation that is safe and secure provides a good platform for homeless households to rebuild their lives, which will include</p> <p><b>Negative:</b> The change in policy by Welsh Government, whilst for positive reasons (eg to minimize rough sleeping) there has been a resulting need to use additional B &amp; B accommodation, which isn't considered as sustainable accommodation.</p>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p><b>Positive:</b> N/A</p> <p><b>Negative:</b> N/A</p>	<p>For emerging accommodation projects, the Council will use this as an opportunity to consider scope to incorporate accommodation standards that mitigate against climate change and tackling carbon emissions eg PV panels</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p><b>Positive:</b> Homeless services in Monmouthshire positively contribute to positive health outcomes for homeless persons. This includes supporting:</p> <ul style="list-style-type: none"> <li>• Those with a physical disability, particularly through more accessible accommodation. The homeless team will also liaise with the Sustainable Living team and housing associations in respect of opportunities to adapt either temporary accommodation or permanent accommodation.</li> <li>• There will be increase support for those with substance and alcohol abuse issues through specific accommodation and specialist support</li> </ul>	<p>The Council already has established additional homeless services such as:</p> <ul style="list-style-type: none"> <li>• Housing Intervention Panel</li> <li>• Additional temporary accommodation in general</li> <li>• Specific Temporary Accommodation Support and Resettlement Support</li> <li>• Housing First</li> <li>• Assertive Outreach for Drug and Alcohol</li> <li>• Rough sleeper Assertive Outreach</li> </ul> <p>The above are all services that can be built on and wherever possible, expanded.</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?
	<ul style="list-style-type: none"> <li>• Similarly there will be increased support for those experiencing mental health issues.</li> </ul> <p>Key actions for the Council through the Strategy will be to establish a Rapid Rehousing Transition plan, part of which includes a triage arrangement. The result will be that the needs of individuals will be a more systematic and robust approach to assessing needs.</p> <p>Another key action will be to strengthen current links with Health.</p> <p>Good housing supports well-being</p> <p><b>Negative:</b> None.</p>	
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p><b>Positive:</b> The Strategy and the focus on additional homeless accommodation and a wider range of housing support services will reduce the likelihood of people not being able to remain living in their homes communities.</p> <p>For example, establishing provision, such as dedicated Emergency Family Accommodation both North and South to minimize the likelihood of households having to move to an alternative location and away from schools, facilities, health services, employment and other support networks.</p> <p>Supported housing schemes contribute to community safety through regular or permanent presence of professionals.</p>	<p>The Council previously only had dedicated family accommodation in the north of the County. The Council now has established dedicated provision in the south. However, it has been necessary to temporarily utilize the family accommodation in the north for high need single people</p> <p>In terms of community safety, homeless procedures are under-pinned by rigorous risk assessment procedures to inform homeless and support assessments and potential placements</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?
	Accommodation standards will include elements such as CCTV.  <b>Negative:</b> None	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	<b>Positive:</b> <i>Positively contributes to the effective use of resources and contributes positively to health if properties can be brought back into use.</i>  <b>Negative:</b> N/A	N/A.
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	<b>Positive:</b> N/A  <b>Negative:</b> N/A	N/A
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	<b>Positive:</b> The proposal both strengthens the availability of residential accommodation in Monmouthshire. Any accommodation helps to increase the stability in people's lives improving opportunities in respect of personal finances; employment; training etc  <b>Negative:</b> None.	N/A

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>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The proposal, which includes enforcement, seeks to provide a medium to long-term intervention. The proposal is not expected to deliver any short-term benefits</p> <p>The proposal is about planning ahead in respect of sustainable solutions and strategic planning</p>	<p>The Council will continue to operate a pro-active and positive approach will continue to contribute to positive impacts.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>This proposal is based on a partnership approach through the following parties:</p> <ul style="list-style-type: none"> <li>• Housing &amp; Communities and Housing Support Grant Commissioning</li> <li>• Welsh Government</li> <li>• Housing Associations</li> <li>• Housing Support Providers</li> <li>• Private property owners and letting agencies</li> <li>• Env Health</li> <li>• Planning</li> <li>• Anerin Bevan Health Board</li> <li>• Social Care</li> <li>• Private developers</li> <li>• Church community</li> </ul>	

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 data-bbox="349 360 517 544">Involving those with an interest and seeking their views</p> <p data-bbox="141 584 297 608"><b>Involvement</b></p>	<p data-bbox="544 256 1328 360">The Council has established an internal working group in respect of empty homes. This platform has been used to develop the empty property action plan.</p> <p data-bbox="544 400 1294 424">The high street survey raises awareness with shop owners/managers</p>	<p data-bbox="1350 256 1395 280">N/A</p>
 <p data-bbox="349 727 506 1023">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="152 967 293 991"><b>Prevention</b></p>	<p data-bbox="544 727 1328 791">The proposal builds upon the existing proactive, positive, and supportive approach.</p> <p data-bbox="544 831 1328 895">By identifying empty properties such as spaces above shops, that supports the Council's preventative approach.</p>	
 <p data-bbox="349 1067 517 1331">Considering impact on all wellbeing goals together and on other bodies</p> <p data-bbox="159 1310 300 1334"><b>Integration</b></p>	<p data-bbox="544 1067 1305 1171">The proposal indirectly positively impacts on well-being e.g., potential for additional good quality accommodation supports well-being and potential additional income for empty property owners</p>	<p data-bbox="1350 1067 1395 1091">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	<p>The proposal can support households where there could be safeguarding issues by providing safe and secure temporary accommodation.</p> <p>Stringent risk assessment processes are utilized for applicants presenting as homeless. This informs placements and referrals to agencies.</p>	None.	<p>The following are used to mitigate against any negative impacts:</p> <p>Procedure documents; staff meetings; briefing notes and training</p>
Corporate Parenting	The proposal supports Corporate Parenting by potentially providing safe and secure accommodation.	None.	

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

Evidence has been gathered in the following ways:

- A Statement of Need has been established to inform the Strategy
- Statistical data – particularly homeless and Housing Support Grant related data
- Anecdotal operational evidence and feedback
- Stakeholder survey
- Stakeholder themed workshops:
  - Homeless prevention
  - Young people
  - Criminal justice
  - Health
- Service user meetings
- Service user satisfaction on homelessness, accommodation and housing support

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**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*

**Positive**

The positive benefits of this proposal are:

- The proposal establishes a formal and whole authority approach to tackling empty properties
- It establishes a firm commitment by the Council to tackling empty properties using enforcement
- It will enable the Council to access Welsh Government load funding facility

**Negative**

None.

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

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>
Prepare reports for Enterprise DMT	6 <sup>th</sup> September 21 Enterprise DMT - Completed	Housing & Communities Manager
Submit action plan to WG	By 17 <sup>th</sup> September 21 - Completed	Strategy & Policy Officer
Cabinet Member Training	23 <sup>rd</sup> October 2021 – Completed	Strategy & Policy Officer
Prepare reports for Adults Select	By 9 <sup>th</sup> November 21 – Completed	Strategy & Policy Officer
Prepare reports for Cabinet	By 1 <sup>st</sup> December 21	Strategy & Policy Officer
Agenda for Empty Property Working Group	3 <sup>rd</sup> December 21	Strategy & Policy Officer

**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.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
1	Enterprise DMT	06.09.21	Minor amendments to improve clarity
2	Adults Select Committee	09.11.21	None