



monmouthshire
sir fynwy

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

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 Housing Support Programme Strategy
Name of Service area Housing & Communitues	Date 30 th 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>New Accommodation</p> <ul style="list-style-type: none"> • Self-contained x 4 units and shared emergency family accommodation in the south • Self-contained one bedroomed flats x 8 for single people <p>New Housing Support</p> <ul style="list-style-type: none"> • Temporary accommodation housing support • Assertive Outreach • Drug & Alcohol Assertive Outreach • Housing First • High need Young Persons Supported Housing
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 already increased the availability of accessible homeless accommodation. New single persons accommodation in Chepstow has provided additional ground floor units which whilst not specifically adapted at this point, provide 4 additional units that will support the issue of accessibility.</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>New Accommodation</p> <ul style="list-style-type: none"> • Self-contained x 4 units and shared emergency family accommodation in the south • Self-contained one bedroomed flats x 8 for single people <p>New Housing Support</p> <ul style="list-style-type: none"> • Temporary accommodation housing support • Assertive Outreach • Drug & Alcohol Assertive Outreach • Housing First • High need Young Persons Supported Housing

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.

	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?
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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.

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
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p>Welsh Language will be factored into those areas of services where there is written information. Such examples where bi-lingual can be applied include:</p> <ul style="list-style-type: none"> • Accommodation agreements • Standard letters • Personal Housing Plans • Housing Support Plans • Accommodation signage • Website information • Hard information eg flyers 	<p>None</p>	<p>N/A</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>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.</p> <p>Existing staff are encouraged through the Council's training unit to access Welsh lessons.</p>	<p>None</p>	<p>At present there are two members of the Housing team who have taken up this opportunity.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p>	<p>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</p>	<p>None</p>	<p>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</p>

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>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive: 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 & B use in both numbers needing B & 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"> • More flexible quotas of social housing being allocated to homeless households • Introducing shared housing within the social sector • Re-designation of social housing • Seeking to use the social housing grant programme to increase the availability of accommodation that will benefit homeless applicants • Seeking to develop Monmouthshire Lettings to promote and identify new accommodation opportunities in the private rented sector


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>Negative: 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 & B accommodation, which isn't considered as sustainable accommodation.</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>	<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>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: Homeless services in Monmouthshire positively contribute to positive health outcomes for homeless persons. This includes supporting:</p> <ul style="list-style-type: none"> • 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. • There will be increase support for those with substance and alcohol abuse issues through specific accommodation and specialist support 	<p>The Council already has established additional homeless services such as:</p> <ul style="list-style-type: none"> • Housing Intervention Panel • Additional temporary accommodation in general • Specific Temporary Accommodation Support and Resettlement Support • Housing First • Assertive Outreach for Drug and Alcohol • Rough sleeper Assertive Outreach <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"> • Similarly there will be increased support for those experiencing mental health issues. <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>Negative: None.</p>	
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Positive: 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?
	<p>Accommodation standards will include elements such as CCTV.</p> <p>Negative Whilst not a negative of the Strategy itself, due to the shortage of accommodation, there may be an on-going necessity, albeit a reduced necessity, for households to be displaced away from their homes communities in order to access accommodation, particularly specialist or temporary accommodation. This Strategy continues to mitigate this.</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: This Strategy will contribute positively to this goal. Examples of how the Strategy will contribute includes:</p> <ul style="list-style-type: none"> • Prevention of homelessness • Seeking to avoid the need for rough sleeping; • Providing homeless people with good higher quality accommodation which will have higher environmental standards • Settled accommodation will help with health and well-being (eg warm, safe and secure) and will facilitate access to appropriate housing support which can be accessed for support such as employment and training. Homeless applicants will be supported to be less dependent on support services • The Strategy will result in increased financial investment into homeless services which will be 	N/A.

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 for the local economy eg housing support services, repair and maintenance etc</p> <p>Negative: N/A</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>Positive: N/A</p> <p>Negative: N/A</p>	N/A
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Positive: 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</p> <p>Negative: None.</p>	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>A priority of the Strategy is short-term Prevention. The Strategy is specifically aiming to identify more opportunities to intervene 'earlier' and higher 'up-stream.' For example, one action is to link with the Council's campaign for mitigating against poverty. Another examples includes establishing a process for identifying young people potentially at risk of homelessness. Those identified as at risk will be monitored and a 'housing pathway' established as a contingency.</p> <p>The Strategy is aiming to establish additional temporary accommodation which will help to meet short-term needs. This settled provision together with housing support aligns with the medium to long-term in terms of supporting people to rebuild their lives and become less dependent on support.</p> <p>A further priority of the Strategy is to establish a Rapid Re-Housing Transition Plan. This will project future accommodation and support requirements.</p> <p>Housing & Communities are working with Social Care in respect of a joint planning arrangement to identify and project future housing needs relating to Social Care. An element of this will include Social Care clients at risk of homelessness. This planning will help inform the development of the Affordable Housing Development programme and future commissioning of the Housing Support Grant programme.</p>	<p>None.</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>This proposal is based on a partnership approach through the following parties:</p> <ul style="list-style-type: none"> • Housing & Communities and Housing Support Grant Commissioning • Welsh Government • Housing Associations • Housing Support Providers • Private property owners and letting agencies • Env Health • Planning • Aneurin Bevan Health Board • Social Care • Private developers • Church community 	



Involvement

Involving those with an interest and seeking their views

Stakeholders to this Strategy will be consulted up. A number of opportunities have already been implanted for stakeholders to influence the Strategy and there will be mechanisms that effectively support operational delivery

Strategy Development

The following were used to inform the Strategy:


- Stakeholder survey
- Themed stakeholder workshops
- Client satisfaction surveys
- Housing Support reviews
- Specific meetings with partner agencies eg RSL's; HSG Provider Forum
- General operational meetings eg Homesearch Operational Group
- Empty Property Working Group
- Health Board need information


Involvement Opportunities

The following will be implemented to provide on-going opportunities to involve stakeholders:

- On-going implementation of client satisfaction surveys and housing support reviews
- Strategic Housing Partnership/Forum
- Gwent Strategic Social Care, Health & Housing Group
- Tackling Poverty Network
- CCG & HSG Executive Group
- Housing Intervention Panel
- HSG Provider Forum
- Homesearch Operational Group
- Empty Property Working Group
- Private Landlords
- Police
- Social Care housing needs monitoring

N/A

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?
	<ul style="list-style-type: none"> General operational arrangements with agencies such as Housing Associations, Support Providers, Social Care, Estates, Partnerships - Community Safety 	
 <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The core of this proposal is increased resources being put into homeless prevention, homelessness, support and accommodation. The Strategy will co-ordinate a significant increase in investment into homelessness. The medium to long-term aim is to achieve a more planned, managed and sustainable approach that will move the service towards a more pro-active approach and minimize the a reactive approach, albeit due to the 'safety-net' element of the service there will always be a reactive element to the service.</p> <p>For example, the Strategy seeks to increase homeless prevention to reduce the need for people needing homeless accommodation; for those that need accommodation and support the intention is to have a triage arrangement; for those that need accommodation the intention is for that accommodation to be available rather than rely on B & B etc etc</p>	N/A

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>The proposal impacts positively on aspects of well-being. The Strategy supports well-being in a variety of ways:</p> <ul style="list-style-type: none"> • Homelessness generally supports safeguarding. Risk assessments are key processes as part of homeless procedures • Good quality, safe, warm and secure temporary, permanent and supported homes that are located in places that they are needed. The Strategy will continue to improve the standard of homes • Homes will provide stability eg to facilitate access to health services, training, employment etc • Housing support aligns with well-being and helps applicants tackle barriers to well-being eg tackling substance misuse; accessing mental health services • Closer links between homeless services and health services. Joint commissioning is a particular opportunity. 	<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?

	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	<p>The proposal can and will 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:

- It defines and articulates the homeless need in Monmouthshire. The Council and Welsh Government will fully understand the homeless situation in the County and the service short-falls and gaps.
- It meets Welsh Governments requirements to have a strategy in place by 1st April 2022
- It helps inform future planning and commissioning
- It meets the Council's statutory duty to establish a homeless strategy
- It continues the transformation of homelessness in Monmouthshire – simplistically to a service that has a higher quantity of homeless accommodation wider range of homeless accommodation, a higher standard and quality of accommodation and a higher and wider range of housing support
- The strategy will contribute to the well-being goals, particularly the prosperous Wales goal and will have a positive impact on the protected characteristics and on people suffering socio-economic disadvantage.

Negative

At the time of writing, the required funding to fund all aspects of the Strategy is not currently available. There will be a need to identify funding to meet some aspects of the strategy.

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
Consult on draft Strategy	14 th January 2022	Strategy & Policy Officer Homelessness
Prepare report for Enterprise DMT	24 th January 2022	Strategy & Policy Officer - Homelessness
Report to Adults Select	15 TH February 2022	Strategy & Policy Officer - Homelessness

Report to Cabinet/Full Council	2 nd /3 rd March 2022	Strategy & Policy Officer - Homelessness
Submit to WG	31 st March 2022	Strategy & Policy officer - Homelessness

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	Draft HSP Strategy submitted to WG	31.12.21	