



monmouthshire  
sir fynwy

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

|   |   |
|---|---|
| <p><b>Name of the Officer</b> Rebecca Cresswell</p> <p><b>Phone no:</b></p> <p><b>E-mail:</b></p> | <p><b>Please give a brief description of the aims of the proposal:</b></p> <p>Monmouthshire County Council Rapid Rehousing Transition Plan (RRTP) 2022 - 2027.</p> <p>The Rapid Rehousing Plan sets out a new approach to reduce homelessness in Monmouthshire, with a focus of making sure homeless applicants reach settled housing as quickly as possible rather than staying in temporary accommodation for too long.</p> |
| <p><b>Name of Service area</b></p> <p>Housing &amp; Communities</p>                               | <p><b>Date:</b> 1<sup>st</sup> July 2024</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.

| 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>The RRTP positively affects people of all ages threatened with homelessness or homeless from 16+. It will also benefit children of families who may be assisted.</p> <p>The priority focus of the RRTP is to help prevent homelessness of people falling within all protected characteristics groups. This includes older persons.</p> <p>It 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> | No negative impacts will arise because of this proposal                         | <p>No negative impacts will arise because of the RRTP, it will build on homeless actions already delivered over the last year and will include:</p> <p>The addition of new accommodation</p> <ul style="list-style-type: none"> <li>• Self-contained units for single households.</li> <li>• Shared emergency family accommodation.</li> <li>• Reduction in use of B&amp;B</li> </ul> <p>Housing Support</p> <ul style="list-style-type: none"> <li>• Support services aligned with the needs of service users</li> <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> <p>Information:<br/>The Action Plan will consider what level of information is available, where it is available and how it is presented.</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?   |
|-------------------------------|---|---|---|
| Disability                    | The priority focus of the RRTP is to help prevent homelessness of people falling within all protected characteristics groups. The RRTP positively affects people of disability that may be threatened with homelessness or be homeless. | No negative impacts will arise because of the RRTP.                             | The RRTP specifically mitigates against a lack of accessible homeless accommodation and will seek to increase the availability of accessible accommodation. It is not restrictive but recognises those households with physical and mental health disabilities as groups who require tailored responses to tackle homelessness more effectively. The Action Plan will consider what level of information is available, where it is available and how it is presented. |
| Gender reassignment           | Neutral   | No negative impacts will arise because of the RRTP.                             | The Action Plan will consider what level of information is available, where it is available and how it is presented.  |
| Marriage or civil partnership | Neutral   | No negative impacts will arise because of the RRTP.                             | The Action Plan will consider what level of information is available, where it is available and how it is presented.  |

| 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    | The priority focus of the RRTP is to help prevent homelessness of people falling within all protected characteristics groups. The RRTP positively affects pregnant women through its preventative initiatives and sourcing good quality stable accommodation as an alternative to the use of B & B accommodation. | No negative impacts will arise because of the RRTP.                             | <p>The proposal will build on existing schemes available through the Council that positively impact pregnant women. Such services include:</p> <ul style="list-style-type: none"> <li>• To continue to increase the number of new affordable home delivered.</li> <li>• To continue to increase the number of households assisted into the private rented sector.</li> <li>• Provision of support services to meet identified needs.</li> </ul> <p>Where preventative measures have failed, the Council will continue to adhere to Homelessness (Suitability of Accommodation) (Wales) Order 2015 set out time restrictions on the length of time pregnant women can be accommodated in B &amp; B accommodation.</p> |
| Race                      | The priority focus of the RRTP is to help prevent homelessness of people falling within all protected characteristics groups.   | No negative impacts will arise because of the RRTP.                             | The Action Plan will consider what level of information is available, where it is available and how it is presented.   |

| 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?                |
|---------------------------|---|---|--|
| Religion or Belief        | The priority focus of the RRTP is to help prevent homelessness of people falling within all protected characteristics groups. | No negative impacts will arise because of the RRTP.                             | The Action Plan will consider what level of information is available, where it is available and how it is presented. |
| Sex                       | The priority focus of the RRTP is to help prevent homelessness of people falling within all protected characteristics groups. | No negative impacts will arise because of the RRTP.                             | The Action Plan will consider what level of information is available, where it is available and how it is presented. |
| Sexual Orientation        | The priority focus of the RRTP is to help prevent homelessness of people falling within all protected characteristics groups. | No negative impacts will arise because of the RRTP.                             | The Action Plan will consider what level of information is available, where it is available and how it is presented. |

## 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> |
|--|---|--|--|

|  |   |   |  |
|--|---|---|--|
| <p><b>Socio-economic Duty and Social Justice</b></p> | <p>Homelessness applications for housing advice are most common from households on low incomes. Coupled with a lack of access to affordable social housing and affordable private rented properties in the County it makes it difficult for many households to find a home to live in.</p> <p>The RRTP will positively impact on households suffering socio economic disadvantage by working with our partners to ensure access to such help as:</p> <ul style="list-style-type: none"> <li>• Accessing Discretionary Housing Payment (DHP), including those who have been affected by welfare reforms such as the Benefit Cap and Universal Credit.</li> <li>• Signposting and referring into support services, especially for those household in crisis - (This includes financial inclusion, eg income maximisation, budgeting support, digital inclusion support, minimisation of outgoings, financial assistance).</li> <li>• Delivery of further affordable homes.</li> <li>• Accessing the private rented properties in the County through the Council's in-house letting service – Monmouthshire Letting Service (MLS).</li> <li>• Through MLS the Council employs a Private Sector Negotiator, to engage with private sector landlords who may be willing to offer tenancies to</li> </ul> | <p>There are no negative impacts of the proposal.</p> | <p>The proposal will build on existing schemes available through the Council that mitigate against socio economic disadvantage. We will:</p> <ul style="list-style-type: none"> <li>• Continue to increase the number of new affordable home delivered.</li> <li>• Continue to increase the number of households assisted into the private rented sector through Monmouthshire Letting Service (MLS).</li> <li>• Continue to work with the benefits section to ensure access to Discretionary Housing Payments (DHP).</li> <li>• Continue to work with our partners such as <ul style="list-style-type: none"> <li>- Pobl Young Persons Supported Housing.</li> <li>- Llamau</li> <li>- Emphasis</li> <li>- Housing First</li> </ul> to deliver timely support.</li> </ul> |
|--|---|---|--|

|  |  |  |  |
|--|--|--|--|
|  | <p>households that approach as homeless.</p> <ul style="list-style-type: none"><li>• Assistance through the Council's rent in advance and deposit guarantee (MLS).</li></ul> |  |  |
|--|--|--|--|

### 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 | Welsh Language will be factored into those areas of services where there is written information.  | None  | The Action Plan will consider what level of information is available, where it is available and how it is presented |
| <b>Operational</b><br>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.<br><br>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 has taken up this opportunity.                             |
| <b>Service delivery</b><br>Use of Welsh language in service delivery<br>Promoting use of the language   | Actions to improve the Council's delivery of the Housing Service provide an opportunity to promote that anyone approaching the Council in respect of a housing issues can deal with the Council in Welsh in person, by phone,   | None  |   |

|  |  |  |  |
|--|--|--|--|
|  | email, Twitter, Facebook, letters, forms etc |  |  |
|--|--|--|--|


**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!



| <b>Well Being Goal</b>   | <b>Does the proposal contribute to this goal?<br/>Describe the positive and negative impacts.</b>   | <b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>  |
|--|---|---|
| <b>A prosperous Wales</b><br>Efficient use of resources, skilled, educated people, generates wealth, provides jobs                                 | <b>Positive:</b><br>The Housing Service is focused on delivering sustainable solutions that make efficient and best use of available resources.<br><br><b>Negative:</b> There are no negative impacts   | The proposal will build on existing schemes available through the Council that contribute positively to the well-being goals.   |
| <b>A resilient Wales</b><br>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change) | <b>Positive:</b><br><br>Neutral<br><b>Negative:</b><br>N/A  | N/A   |
| <b>A healthier Wales</b><br>People's physical and mental wellbeing is maximized and health impacts are understood                                  | <b>Positive:</b><br>The RRTP positively contribute to positive health outcomes for the people of Monmouthshire. This proposal supports people's physical and mental wellbeing because it is well understood the effects of homelessness and poor housing has on individual's health and well-being.<br><br><b>Negative:</b> None. | The proposal will build on existing schemes available through the Council that mitigate against socio economic disadvantage. We will: <ul style="list-style-type: none"> <li>• Continue to increase the number of new affordable home delivered.</li> <li>• Continue to increase the number of households assisted into the private rented sector through Monmouthshire Letting Service (MLS).</li> <li>• Continue to work with the benefits section to ensure</li> </ul> |



| Well Being Goal   | Does the proposal contribute to this goal?<br>Describe the positive and negative impacts.   | What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?   |
|---|---|---|
|   |   | access to Discretionary Housing Payments (DHP). <ul style="list-style-type: none"> <li>• Continue to work with our partners such as               <ul style="list-style-type: none"> <li>- Pobl Young Persons Supported Housing.</li> <li>- Llamau</li> <li>- Emphasis</li> <li>- Housing First</li> </ul> </li> </ul> to deliver timely support      |
| <b>A Wales of cohesive communities</b><br>Communities are attractive, viable, safe and well connected   | <b>Positive:</b> Neutral<br><br><b>Negative:</b> None   | N/A   |
| <b>A globally responsible Wales</b><br>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing                                | <b>Positive:</b> Neutral<br><br><b>Negative:</b> N/A  | N/A.  |
| <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 | <b>Positive:</b> N/A<br><br><b>Negative:</b> N/A  | N/A   |
| <b>A more equal Wales</b><br>People can fulfil their potential no matter what their background or circumstances   | <b>Positive:</b> The RRTP positively contribute to positive health outcomes and poor housing conditions for the people of Monmouthshire. This proposal supports people's physical and mental wellbeing because it is well understood the effects of homelessness and poor housing has | The proposal will build on existing schemes available through the Council that mitigate against socio economic disadvantage. We will: <ul style="list-style-type: none"> <li>• Continue to increase the number of new affordable home delivered.</li> <li>• Continue to increase the number of households assisted into the private rented</li> </ul> |

| Well Being Goal | Does the proposal contribute to this goal?<br>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>on individual's health and well-being. Addressing households' wellbeing health and poor housing conditions will allow those households to fulfil their potential and improve lifestyle outcomes.</p> <p><b>Negative:</b> None.</p> | <ul style="list-style-type: none"> <li>• sector through Monmouthshire Letting Service (MLS).</li> <li>• Continue to work with the benefits section to ensure access to Discretionary Housing Payments (DHP).</li> <li>• Continue to work with our partners such as <ul style="list-style-type: none"> <li>- Pobl Young Persons Supported Housing.</li> <li>- Llamau</li> <li>- Emphasis</li> <li>- Housing First</li> </ul> </li> </ul> <p>to deliver timely support</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>Balancing short term need with long term and planning for the future</p> | <p>The RRTP seeks to provide both a short to long-term intervention. It will address those household that are currently experiencing a housing crisis (the “here” and “now”) with a long-term planning for the future through its preventative work (going further upstream) in identifying trigger issues of homelessness.</p> | <p>The Council will continue to operate a pro-active and positive approach to tackling homelessness in the County.</p> <p>We will:</p> <ul style="list-style-type: none"> <li>• Continue to increase the number of new affordable home delivered.</li> <li>• Continue to increase the number of households assisted into the private rented sector through Monmouthshire Letting Service (MLS).</li> <li>• Continue to work with the benefits section to ensure access to Discretionary Housing Payments (DHP).</li> <li>• Continue to work with our partners such as <ul style="list-style-type: none"> <li>- Pobl Young Persons Supported Housing.</li> <li>- Llamau</li> <li>- Emphasis</li> <li>- Housing First</li> </ul> </li> </ul> <p>to deliver timely support</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 data-bbox="297 379 483 619">Working together with other partners to deliver objectives</p> <p data-bbox="91 587 255 612">Collaboration</p> | <p data-bbox="517 252 1308 320">This proposal is based on a partnership approach through the following parties:</p> <ul data-bbox="517 352 1308 715" style="list-style-type: none"> <li data-bbox="517 352 1308 421">• Housing &amp; Communities and Housing Support Grant Commissioning</li> <li data-bbox="517 421 1308 459">• Welsh Government</li> <li data-bbox="517 459 1308 497">• Housing Associations</li> <li data-bbox="517 497 1308 536">• Housing Support Providers</li> <li data-bbox="517 536 1308 574">• Private property owners and letting agencies</li> <li data-bbox="517 574 1308 612">• Environmental Health</li> <li data-bbox="517 612 1308 651">• Planning</li> <li data-bbox="517 651 1308 689">• Aneurin Bevan Health Board</li> <li data-bbox="517 689 1308 715">• Social Care</li> </ul> |   |
|  <p data-bbox="297 874 483 1066">Involving those with an interest and seeking their views</p> <p data-bbox="91 1082 255 1107">Involvement</p> | <p data-bbox="517 786 1308 946">A working group has been established with those involved in bringing the scheme to fruition and this platform has been used to develop a plan to maximise take up of the scheme.</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><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>   | <p>The underlying ethos of the RRTP is to move away from crisis management to a more focused approach of preventing homelessness occurring in the first instance and where homelessness is not prevented to make it 'rare, brief and unrepeated'.</p> |   |
|  <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>The proposal positively impacts on well-being e.g., potential for additional good quality accommodation supports well-being.</p>   | <p>N/A</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?**

|                     | <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>Ensure that all staff have access to guidance, information, and resources.</p> <p>Ensure that those in temporary accommodation are allocated a support worker and offered support to prevent or resolve safeguarding issues.</p> <p>Employ security measures to ensure that temporary accommodation provisions are safe and secure and foster cohesion in the wider community.</p> <p>Recommission support services based on the needs of those accessing the service to prevent safeguarding issues from arising.</p> |
| Corporate Parenting | The proposal supports Corporate Parenting.  | None.  | As above  |

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



Evidence has been gathered in the following ways:

- Statistical data – particularly homeless and Housing Support Grant related data

**7. 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 RRTP is radical shift in its approach to tackling homelessness. Its ethos is to move away from crisis management to a more focused approach of preventing homelessness occurring in the first instance and where homelessness is not prevented to make it 'rare, brief and unrepeated'. A particular focus of the Plan is to ensure homeless applicants reach settled housing as quickly as possible rather than staying in temporary accommodation for too long.

**Negative:** None.

**8. 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 |
|---|------------------------------|--------------------|
| Continue to implement the RRHTP in respect of prevention, affordable housing, housing related support and partnerships. | Ongoing                      | Rebecca Cresswell  |

|  |  |  |
|--|--|--|
|  |  |  |
|--|--|--|

**9. 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                  |                              |                        |   |
| 2                  |                              |                        |   |
| 3                  |                              |                        |   |