



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>Following the review of Monmouthshire's Housing Allocations Policy the Homeseach Partnership group are proposing some minor amendments to ensure the policy remains reflective of the socio-economic environment, utilises housing stock efficiently and provides a transparent and consistent service that is compliant with statutory duties.</p>
<p><b>Name of Service area</b></p> <p>Housing &amp; Communities</p>	<p><b>Date:</b> 21 January 2025</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 Allocations Policy strives to provide a fair process in accessing social accommodation.</p> <p>There are instances where a household may be more vulnerable due to, in whole or in part, age, and to mitigate this additional preference may be awarded. Examples of this are care leavers under the age of 21 or under or households with dependent children under the age of 5 in a flat.</p> <p>Some of the social accommodation stock is age restricted and can only be accessed by households over the age of 55 or 60 which reduces the general wait times for those of an advanced age to access social housing.</p>	<p>Age restricted accommodation does exclude those who do not meet the age criteria, and therefore there is often a difference in the wait time between age restricted and general needs accommodation. Whilst this does have negative impacts, it is felt this is necessary to provide an appropriate service for older residents.</p>	<p>Older persons' accommodation can and will be offered to younger applicants where there is insufficient demand.</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	<p>Applicants with a disability will not be disadvantaged when applying for social housing.</p> <p>Depending on circumstance there are provisions to award additional preference to disabled applicants where it can be demonstrated that their disability has a detrimental impact on their ability to live independently.</p> <p>Where a household with a disability is found to need adaptations as confirmed by an Occupational Therapist the household will be allocated a suitable property. In some extreme but rare cases a property may be purpose built to meet the needs of a disabled applicant (or member of their household).</p>	<p>Due to the limited availability of adapted accommodation stock households where a disability is present may face longer waiting periods for a social property.</p>	<p>The Homeseach Partnership raise any concerns regarding households where there is a significant disability. Funding streams are utilised where possible to meet the needs of these households.</p>
Gender reassignment	<p>The Allocations Policy strives to provide a fair process in accessing social accommodation. Gender, or gender reassignment, is not considered during the allocation process.</p>	<p>There are no negative impacts associated with this characteristic.</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?
Marriage or civil partnership	The Allocations Policy strives to provide a fair process in accessing social accommodation. Households applying as a married couple, or in a civil partnership will not be disadvantaged by the Allocations Policy.	There are no negative impacts associated with this characteristic.	
Pregnancy or maternity	The Allocations Policy makes provisions for pregnant applicants or households with a pregnant person. Following receipt of proof of pregnancy from 20 weeks Homesearch will add the expected child/ren to the application and make any corresponding changes to bedroom eligibility.	There are no negative impacts associated with this characteristic.	
Race	The Allocations Policy strives to provide a fair process in accessing social accommodation to all, regardless of race.	There are no negative impacts associated with this characteristic.	
Religion or Belief	The Allocations Policy strives to provide a fair process in accessing social accommodation to all, regardless of any religion, belief, or none.	There are no negative impacts associated with this characteristic.	

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Sex	The Allocations Policy strives to provide a fair process in accessing social accommodation to all, regardless of sex.	There are no negative impacts associated with this characteristic.	
Sexual Orientation	The Allocations Policy strives to provide a fair process in accessing social accommodation to all, regardless of sexual orientation.	There are no negative impacts associated with this characteristic.	

## 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>

<b>Socio-economic Duty and Social Justice</b>	<p>The purpose of the Allocations Policy is to provide fair and consistent access to affordable housing in Monmouthshire.</p> <p>Due to the limited availability of social housing stock it is necessary to implement a banding system to ensure that those who are most vulnerable are prioritised.</p> <p>The income of a household is considered for general needs affordable accommodation. Where a household either owns a property, or their income exceeds the threshold in the policy they will be deemed to have sufficient financial resources to secure alternative settled accommodation and therefore not have a housing need. This affords greater opportunity for households whose economic disadvantage restricts settled accommodation options to access affordable housing.</p> <p>An additional criteria has been included in the Policy to allow flexibility with regards to demotion and suspension where arrears have been incurred in private rented housing in order take into account the higher cost of renting privately.</p>	<p>There are no negative impacts of the proposal on people suffering socio-economic disadvantage.</p>	
---	--	---	--

<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	The policy will be available in Welsh as well as English.	None	
<b>Operational</b> Recruitment & Training of workforce		None	
<b>Service delivery</b> Use of Welsh language in service delivery Promoting use of the language	The Homeseach customer portal has a bilingual interface delivered by Linguaskin. Households are able to access and communicate with the service in Welsh as well as English.	None	

### 3. Policy making and the Welsh language.

**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> The Allocations Policy seeks to maximise the efficiency of affordable housing.</p> <p><b>Negative:</b> No negative impacts identified by the proposed changes.</p>	<p>The Allocations Policy tries to maximise the efficiency of affordable housing stock through a number of ways. Some of these include:</p> <ul style="list-style-type: none"> <li>• Implementing a banding system to identify those most vulnerable in housing need;</li> <li>• Criteria around maximising occupancy;</li> <li>• Allowing single/ couple households with overnight child access arrangements to have equal priority for an above ground floor flat 2-bedroom flat (subject to affordability assessment). This serves both to support the allocation of one-bedroom ground floor units to those with mobility issues, and also to utilise some of the lesser desired units more effectively;</li> <li>• Allocating adapted properties to applicants/ households where a matching disability is present.</li> </ul>
<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> Not applicable</p> <p><b>Negative:</b> Not applicable</p>	





Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p><b>Positive:</b> The Allocations Policy aims to support households with physical or mental disability find appropriate settled accommodation.</p> <p>Households who can evidence a need for an adapted property will be eligible to bid on properties that will match their requirements. Households where a disability is having a significant impact on the ability to live independently will receive greater priority. Both measures are to reduce the impact of living in unsuitable accommodation on wellbeing.</p> <p><b>Negative:</b> No negative impacts identified by the proposed changes.</p>	
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p><b>Positive:</b> The Allocation Policy seeks to create balanced, cohesive communities throughout Monmouthshire.</p> <p><b>Negative:</b> No negative impacts identified by the proposed changes.</p>	
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p><b>Positive:</b> Not applicable</p> <p><b>Negative:</b> Not applicable</p>	

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A 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</p>	<p><b>Positive:</b> Not applicable <b>Negative:</b> Not applicable</p>	
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p><b>Positive:</b> The purpose of the Allocations Policy is to provide fair and consistent access to affordable housing in Monmouthshire.</p> <p>Due to the limited availability of social housing stock it is necessary to implement a banding system to ensure that those who are most vulnerable are prioritised.</p> <p><b>Negative:</b> No negative impacts identified by the proposed changes.</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 data-bbox="107 459 239 491">Long Term</p> <p data-bbox="286 248 490 491">Balancing short term need with long term and planning for the future</p>	<p data-bbox="510 248 1314 408">The Homesearch Partnership Group work together to plan for and meet the needs of those in housing need by putting in resources to build and adapt housing stock through maximising grant funding.</p>	
 <p data-bbox="89 834 257 866">Collaboration</p> <p data-bbox="293 624 483 866">Working together with other partners to deliver objectives</p>	<p data-bbox="510 536 1305 608">The Allocation Policy is a shared policy that is agreed to by all members of the Homesearch Partnership.</p> <p data-bbox="510 647 1261 807">All of the partners agree to implement this policy and work together to deliver affordable settled accommodation in a fair, consistent and transparent way.</p> <p data-bbox="510 847 1294 959">All members of the Homesearch Partnership meet on a regular basis through the Sub-Ops Group to discuss and resolve any issues.</p>	
 <p data-bbox="103 1233 262 1265">Involvement</p> <p data-bbox="309 1015 490 1214">Involving those with an interest and seeking their views</p>	<p data-bbox="510 999 1305 1118">The proposed amendments to the Allocations Policy will be discussed by the wider Homesearch Partnership group to reach consensus.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>There is a significant shortage of affordable, settled accommodation in Monmouthshire. The Allocations Policy seeks to distribute affordable housing stock fairly to those on the housing register. To maximise the efficiency of allocations there have been amendments to allow for the flexibility in allocating accommodation. This is to maximise the utilisation across all stock, including unit types that can be harder to let, whilst freeing up units that are high in demand.</p>	
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The effects of inappropriate housing and homelessness on the wellbeing of people is well founded. These effects also impact on other services and agencies such as health, justice and social care. The Allocation Policy and its proposed amendments seek to utilise affordable housing stock in the county in a fair and transparent way to alleviate these wide-reaching negative impacts.</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	The Allocations Policy can support households where there are safeguarding issues such as Domestic Violence or significant health issues causing accommodation to be unsuitable by awarding additional preference for affordable, suitable, settled accommodation.	None.	
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:

- Data has been collected from the Housing Register to inform the impacts of some proposals- these can be seen in Annexe...

**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 proposed changes from the Review of the Allocations Policy will help to make the document more accessible through streamlining and simplifying content where possible. Changes to policy have been made with regards to the current and ongoing socio-economic environment and housing demand trends. The policy aims to balance the efficiency of social housing stock in Monmouthshire with the need for affordable accommodation of all types.

**Negative:** There will be a minor impact on those who have come through the Homeless route and are found to have sufficient financial resources. However, these thresholds have been increased in line with the rising cost of living and so the impact on applicants on the housing register will be minimal.

**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
Present to Scrutiny Committee	21 <sup>st</sup> Jan 2025	Rebecca Cresswell
Present to wider Homeseach Partnership Group	16 <sup>th</sup> Jan 2025	MHA

**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.**

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1			

2			
3			