



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: 07774 972014 Email: ianbakewell@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal To review the Housing Support Grant programme to ensure it is fit for purpose and fully aligns with the Councils homeless need.
Name of Service area Housing & Communities	Date 23 rd May 2025

- 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 affects people of all ages from 16+ including older persons by virtue of the availability of housing support for those who need it, particularly those at risk of homelessness or actual homelessness.</p> <p><i>.Consider the provision of inclusive services for Transgender people and groups. Also consider what issues there are for employment and training</i></p>	None, although due to limited funding, there are expected to be needs relating to those with protected characteristics that can't be fully met or there may be a delay.	<p>All service users will be able to access the Generic Service.</p> <p>Cases will be prioritised.</p> <p>Specifications will be more fit for purpose.</p> <p>Housing Support Providers will be expected to identify wider (non-HSG) sources of support.</p> <p>There will be improved and more robust monitoring to better understand quality and the impact of service users, which can inform future delivery.</p>
Disability	The revised programme will be more closely aligned with need and the evidence base and will have a more targeted and focused approach.	As above	As above
Gender reassignment	As above	As above	As above

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	As above	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?
Socio-economic Duty and Social Justice	<p>It is recognised that housing support needs can be influenced by issues such as low income; affordability; impact of childhood trauma; substance misuse; accessing employment / training opportunities; barriers to accessing mental health and lack of independent living skills.</p> <p>The provision of housing support, therefore, benefits those experiencing socio economic disadvantage. Good quality support also contributes to wider priorities such as health and well-being, poverty, employment opportunities etc.</p>	<p>There are no negative impacts associated with this proposal.</p>	<p>It will be an on-going action to identify opportunities to strengthen housing support which in turn will be beneficial for homeless prevention and access to affordable housing through partnership arrangements.</p> <p>The proposal mitigates against chaotic lifestyles by seeking to prevent homelessness or help facilitate access to safe and secure accommodation and to maintain it, through which lives can be rebuilt.</p>

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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language, no less favourably	Positive impact. There is scope to increase the promotion of the Welsh Language	None	Bi-lingual service user information
Operational Recruitment & Training of workforce	Neutral impact. This proposal does not involve the appointment of staff. However, on a general basis, Housing & Communities encourages the appointment of Welsh Language speakers and offers staff Welsh Language training	None	N/A
Service delivery Use of Welsh language in service delivery Promoting use of the language	Neutral impact	None	N/A


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: Positively contributes to increasing housing options in Monmouthshire.</p> <p>Helps to prevent homelessness and, thereby, helping to reduce the use of bed and breakfast accommodation.</p> <p>Effective housing support will also impact on wider resources in terms of cost benefits and cost avoidance eg Health, Social Care by helping people become more independent.</p> <p>Negative: None</p>	<p>It is a priority for the Council to ensure the HSG Programme is as closely as possible aligned with current housing need and wider strategic priorities.</p> <p>The approach to contract packaging will increase the size of projects to help make them more resilient (to sickness/leave/changing priorities) and flexible.</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>N/A</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?
A healthier Wales People's physical and mental wellbeing is maximized, and health impacts are understood	Positive: Being more aligned to need will have a benefit in respect of positively contributing to the health of homeless persons. Good housing supports well-being. Negative: N/A	The current programme has services that directly support health and well-being eg assertive outreach for rough sleepers and substance users. The aim is to build upon this.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Positive: Positively contributes by effectively helping people access and maintain accommodation. Housing Support helps people responsibly manage their homes and live independently, which can be enhanced by being assisted to access wider support. Negative: N/A	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Positive: Positively contributes to the health and well-being of people receiving support. Negative: N/A	N/A.
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	Positive: N/A Negative: N/A	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>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Positive: A core principle of Housing Support is helping people to realise their potential and overcoming barriers relating to disadvantage.</p> <p>The proposal recognises that Housing Support is as important as the provision of accommodation and that accommodation alone doesn't always fully address a person/households disadvantaged circumstances.</p> <p>Housing support will help to increase the stability in people's lives improving opportunities in respect of personal finances; employment; training etc.</p> <p>Negative: N/A</p>	<p>A key emerging project is the decision to repurpose Severn View, Chepstow as temporary accommodation and will form part of the overall programme. This project will provide dedicated on-site housing support during office. The intensity of this will be increase the scope for individuals to realise potential.</p>

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?
<div data-bbox="192 571 385 769">  </div> <div data-bbox="226 778 356 810">Long Term</div> <div data-bbox="203 826 291 858">future</div> <div data-bbox="405 568 553 820"> <p>Balancing short term need with long term and planning for the</p> </div>	<p>Housing Support Services offer short-term to long-term support. It recognises that small or low level issues can escalate into serious issues eg a small debt(s) can increase and at worst, can result in such issues as serious arrears and potential eviction.</p> <p>Housing support also recognises the need for quick and reactive responses to crisis situations.</p> <p>Housing support always focuses on working to the long-term vision of permanent housing and living independently.</p> <p>Some of the short-term options provide stability from which plans can be made for longer term housing needs to be met e.g., move on and permanent accommodation.</p> <p>The proposal is about sustainable solutions and minimising the potential to set people up to fail.</p>	<p>Existing housing support exists and the aim is to build upon and enhance this, using experience and evidence.</p> <p>Wider support already exists too eg specialist Health; Financial etc. Housing Support will help individuals access and engage with such.</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 in part is about supporting Welsh Government to implement the transition to a Rapid Rehousing Approach to homelessness.</p> <p>A core principal of Rapid Rehousing is partnership working. Whilst Housing Support projects directly deliver support, to maximise effectiveness, there will be a need to engage with wider support services to provide wrap around and co-ordinated support.</p> <p>Key and typical partners will include the Housing Options Team, Social Care, Probation, Health Services, the voluntary sector and Housing Associations.</p> <p>Homeless applicants benefiting from the proposal may receive support from housing support providers.</p>	<p>Arrangements already exist and the aim will be to continue to build upon and develop good practice.</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>Involving those with an interest and seeking their views</p>	<p>The proposal has been informed by housing support and homeless related evidence. It also has considered feedback from internal Council Services, particularly the Housing Options Team and Providers.</p> <p>The proposal seeks to align with the requirements of Welsh Government and the Council's wider priorities through the Corporate & Community Plan.</p> <p>The proposal has been considered by SLT and Business Cabinet.</p>	<p>The broad proposal seeks to be inclusive and to provide stakeholders with the opportunity to influence individual specifications and tenders.</p> <p>The Council's HSG Planning Group is a multi-agency group and provides an opportunity for strategic services to influence individual HSG tenders eg provide evidence and input into specifications. Planning Group meetings will be themed for individual tenders.</p> <p>Individual liaison has and will continue to take place with individual Providers in line with applicable tenders.</p> <p>The procurement process promotes engagement with potential Providers eg Market Events, feedback from which can also inform individual tenders.</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?
<div data-bbox="197 336 400 539">  </div> <div data-bbox="230 549 367 576">Prevention</div> <div data-bbox="421 309 524 341">Putting</div> <div data-bbox="203 608 495 742">resources into preventing problems occurring or getting worse</div>	<p>The proposal is about strengthening and improving housing support as a preventative service to offset the need for other services to be accessed, particularly at a point of crisis.</p> <p>HSG services seek to intervene early and address low level issues to prevent escalation.</p>	<p>Resources are already being directed towards mitigating against homelessness through trying to prevent homelessness and other crisis.</p>
<div data-bbox="197 783 400 986">  </div> <div data-bbox="230 995 376 1023">Integration</div> <div data-bbox="203 1050 524 1184">Considering impact on all wellbeing goals together and on other bodies</div>	<p>The proposal positively impacts on well-being eg health, financial etc by helping people retain accommodation or access good quality alternative accommodation</p> <p>Services have the potential to support wider priorities and services.</p>	<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	The proposal supports any households where there could be safeguarding issues by providing advice and information and linking with wider support services.	None.	N/A
Corporate Parenting	The proposal supports Corporate Parenting by providing additional resource to Social Care.	None.	N/A

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

Evidence has been gathered in the following ways:

- Housing Support related need and demand.
- Housing Support Grant service activity and outcomes
- Individual Provider returns
- Housing Support Grant Provider Reviews
- Regular liaison with Providers
- Homeless and Housing Options Team service activity
- Priorities.
- Financial data relating to the Council's provision of temporary homeless accommodation
- HSG budget availability from Welsh Government

The legislation and good practice which have informed the proposal include:

- Housing (Wales) Act 2014;
- Welsh Government's Code of Guidance for Local Authorities on the Allocation of Accommodation and Homelessness;
- Welsh Government, Developing a Rapid Rehousing Transition Plan 2022-2027
- Welsh Government Homeless Bill

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 impacts of this proposal will:

- Increase value for money and economies of scale - there is scope to reduce the number of projects by consolidating activities, which in turn will help to reduce overall management overheads.
- Help to deliver cost benefits and cost avoidance eg help prevent households become homeless, thereby avoiding potential homeless related costs.
- Support Providers to pay support staff the Real Living Wage as a minimum. This will support staff recruitment and retention and, thereby, contributing to programme sustainability.
- Increase the resilience and flexibility of individual projects. Larger projects with more staff will help to mitigate against staff absences relating to vacancies, sickness and annual leave. Larger pools of staff will also enable projects to flex as necessary in response to arising issues.
- Mitigate against inappropriate staff/client ratios.
- Reduce the number of projects to strengthen contract management arrangements.
- Increase the focus on quality and outcomes and better understanding the impact individual support projects is having on the lives of individuals.
- Closer alignment with homelessness and Rapid Rehousing and, therefore, improving homeless related outcomes e.g. homeless prevention; move-on to permanent accommodation etc.

- Ensure individual projects contracted to external agencies are compliant with the Council's Contract Procurement Rules.

Negative

- There may be a small risk of redundancy relating to individual projects, but the Council will liaise closely with individual to mitigate any potential risk. TUPE requirements will also be applicable and will provide a further layer of mitigation.

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
Continue with review of HSG programme, focusing in the short-term on Generic Services and the Planning Group scheduled for 25 th July 2025.	<p>Ensure relevant stakeholders have had the opportunity to comment on the specification.</p> <p>Ensure the proposal supports and contributes to Whole Authority priorities.</p>	Housing Support Grant Commissioning & Operations Manager.
Start planning in respect of subsequent tenders.	On going	Housing Support Grant Commissioning & Operations Manager.

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.	SLT	10 th June 2025	To ensure the process is streamlined and to keep members updated via Scrutiny and Members Seminars.
2.	Business Cabinet	8 th July 2025	