

Appendix 5

EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The [‘A More Equal Wales – Mapping Duties’](#) guide highlights the alignment of our duties in respect of the above-mentioned legislation.

SECTION 1 – PROPOSAL DETAILS

Lead Officer: Cheryl Emery

Service Director: Louise Davies

Service Area:

Date:

1.a) What are you assessing for impact?

Strategy/Plan	Service Re-Model/Discontinuation of Service	Policy/Procedure	Practice	Information/Position Statement
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1.b) What is the name of the proposal?

Housing Support Programme Strategy

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

The Housing Support Programme Strategy sets out the approach Rhondda Cynon Taf CBC will take to continuing to support our most vulnerable residents – those who are at risk of, or experience homelessness and those who need support to maintain their tenancies and live as part of their communities. The Strategy will help RCT CBC respond to the growth in demand of people who need help with housing, and with increasingly complex needs.

The Strategy sets out the priorities of RCT CBC and partner agencies for homelessness prevention, homelessness relief and housing related support services over the coming 4 years (2022-26). It refreshes earlier priorities that were included in the Council's former Homelessness Strategy and the Housing Support Grant (HSG) Deliver Plan for 2021-22. Development of the priorities were informed by a comprehensive need assessment exercise, which includes direct engagement with

stakeholders within the Council, external stakeholders such as the NHS and Probation, as well as providers of support services and service users.

The Housing Support Grant (HSG) forms a key element of the overall Strategy and is an early intervention grant programme to support activity, which prevents people from becoming homeless, stabilises their housing situation or helps potentially homeless people to find and keep accommodation. Services supported through the HSG should be person centred and address multiple problems that vulnerable people who are homeless or likely to become homeless often face (for example debt, employment, substance misuse, violence against women, domestic and sexual abuse and mental health problems).

1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

Under Part of the Housing (Wales) Act 2014, the local authority has a new and strengthened duty to prevent and relieve homelessness which has led to a strengthening of local partnership arrangements. The principle is to prevent homelessness, but where this is not possible, ensuring it is brief and not repeated. The HSG makes a significant contribution to the implementation of Part 2 of the Housing (Wales) Act 2014, which focuses on homeless prevention.

Housing and Homelessness policy and practice have continued to evolve since the Housing Act came into force and the local authority will be expected to respond further to action taken at a national level to support local authorities with their housing challenges. This includes commitments made in Welsh Government's Programme for Government (2021) which outlines commitments to legislate in relation to homelessness and young people. The Renting Homes (Wales) Act 2016 gives renters greater security with an aim of preventing and relieving homelessness.

Other relevant legislation and policy includes:

- The Wellbeing and Future Generations (Wales) Act 2015
- Social Services and Wellbeing (Wales) Act 2014
- Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015
- Substance Misuse Delivery Plan: 2019 to 2022 (Wales)
- Equality Act 2010
- Preventing Youth Homelessness

1.e) Please outline who this proposal affects:

- Service users

- Employees
- Wider community

SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?

Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required.

Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Age (<i>Specific age groups i.e. young people or older people</i>)	Positive	The local authority has already commissioned placements for young people in private homes to alleviate housing need and has a strategy for utilising under-occupied private housing. This approach to housing alongside on-going support provided to people	Stakeholders were engaged in the development of the priorities for the HSPS through a series of on-line workshops, one to one interviews and via questionnaires including a questionnaire to service users. Groups engaged with included: <ul style="list-style-type: none"> • Service users

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>through floating support services are critical to our preventive approach.</p> <p>The approach to prevention will be underpinned by a ‘one RCT’ philosophy, particularly in relation to care experienced children and young people. A refreshed corporate parenting approach that explicitly outlines how the local authority will plan for the future accommodation needs for care experienced young people will be put in place and supported by a learning and development plan that ensures the approach is understood at both strategic and practice levels both within the council and amongst its strategic partners.</p> <p>The local authority intends to build on positive corporate response to the</p>	<ul style="list-style-type: none"> • Housing Support Grant Team • Housing and Homelessness Teams • Adult Social Care • RSLs • Children’s Services • Housing Support Grant providers • NHS • Probation <p>The key themes from stakeholders that have influenced priorities that impact Age and have been incorporated into the action plan include:</p> <ul style="list-style-type: none"> • Ensure prevention and early intervention initiatives are strategically and operationally aligned e.g. Resilient Families with effective information

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>needs of care experienced young people approach in relation to:</p> <ul style="list-style-type: none"> • Commissioning • Joint working (particularly across social services, housing and education) • Projecting future need <p>The HSPS will ensure that the local authority's corporate approach to supporting young people is strengthened – ensuring a 'one RCT' strategic approach to prevention and targeted early intervention activities.</p> <p>All Welsh Councils including RCTCBC have recently been tasked by Welsh Government to examine their corporate parenting response in relation to 'care-experienced' children and young people (CYP) and their future accommodation needs.</p>	<p>management and profiling.</p> <ul style="list-style-type: none"> • HSG intervention should start at the earliest opportunity, be placed based, and target high risk areas. • Ensure HSG and Children's Services utilise funding for Supported Lodgings effectively and understand the outcomes for young people. <p>The Statement of Need identifies that 18% of homelessness presentations since 2019 have been made by young people under 25, many of which are 'care-experienced'. Break down in relationships with families is</p>

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		<p>Specifically, it requests that councils respond to the need for:</p> <ul style="list-style-type: none"> • An active identification process to ensure care experienced young people presenting as homeless can access all the support they are entitled to in cooperation with children's services. • Multi-agency reviews to be undertaken to identify any gaps within the system or interventions that could have taken place to ensure future similar cases are prevented for care experienced young people presenting as homeless; • Granting 'local connection' status for care experienced young people who are placed out-of-county, when moving on; 	<p>still one of the prominent reasons young people present as homeless in RCT.</p> <p>Cwm Taf's Accommodation and Support Strategy for Young People 16+ Years of Age Leaving Care 2019-2022 has been used to inform the HSPS. The Cwm Taf shared regional statement of intent for supporting children, young people and families sets out a shared vision that children, young people and families in Cwm Taf live safe, healthy and fulfilled lives and that they can achieve their full potential by building resilient communities. The HSPS supports RCT Children's Services Delivery Plan 2019-20 to ensure that children who cannot live with their parents live in suitable accommodation in RCT. This is delivered through the Children Looked</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<ul style="list-style-type: none"> • Extending Personal Adviser support up to the age of 25. <p>Future corporate joint working and commissioning will reflect a more joined up corporate parenting approach to preventing future homelessness.</p> <p>The statement of need highlights the importance of planning and building properties to meet the need of housing. Strategic priority 1 which aims to strengthen early intervention and prevention services and specialist support to prevent homelessness includes actions to ensure new homes are built to improve move in from temporary accommodation. This will be achieved by ensuring new developments meet assessed housing need as identified in the</p>	<p>After Quality Assurance Panel that ensures that children looked after and care leavers in RCT receive good quality placements that support them to live safe, healthy and fulfilled lives.</p> <p>The local authority's older people's Strategy 'My Own Front Door'; A Plan for Housing in Later Life 2016 has helped to inform the HSPS.</p> <p>All accommodation developed under SHG must be build to Welsh Development Quality Requirements (WDQR) which sets out the minimum standards for new and rehabilitated general needs affordable homes. The WDQR state that 'homes should be flexible, responsive to the changing needs of the occupants, meet the changing needs of a variety of</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		Local Housing Market Assessment and by establishing a healthy Social Housing Grant (SHG) development programme.	<p>households who will occupy the building over its life and be of sufficient size. This requirement enables people to continue to occupy their own home into later life. Homes are built to meet the Lifetime Homes Standards.</p> <p>The local authority commissions services specifically for older people whose housing support needs are related to getting older.</p>
Disability <i>(people with visible and non-visible disabilities or long-term health conditions)</i>	Positive	The needs assessment has identified the need for flexible and semi-permanent (where required) options for more complex serially excluded people with chronic substance misuse and mental health challenges.	The Needs Assessment identifies meeting the needs of people with mental health conditions, substance misuse, including where the two co-occur, as the most significant issue for the Council and our partners.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>Priority 1 of the Strategy aims to strengthen early intervention and prevention approaches and specialise support to prevent homelessness. Holistic, wrap-around support will be available to individuals with specialised needs.</p> <p>Early intervention will reduce the escalation to a crisis situation with a knock-on impact to health, inclusion and independence. The Strategy will focus on the following areas:</p> <ul style="list-style-type: none"> • Ensuring there is a seamless corporate approach to prevention. • Improving data sharing between Health, Housing, Probation and support providers - including use of data for planning services. <p>Priority 2 of the Strategy aims to ensure people who are homeless or</p>	<p>RCT has amongst the highest reported incidences of substance misuse, mental illness and poor well-being in Wales. Mental health problems are the most common reason for there being priority housing needs in RCT and housing problems are frequently given as a reason for a person being admitted or re-admitted to inpatient mental health care.</p> <p>The needs assessment has highlighted a the need for:</p> <ul style="list-style-type: none"> • Flexible and semi-permanent (where required) options for more complex serially excluded people with chronic substance

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		<p>threatened with homelessness access the right home at the right and in the right place, as part of the local authority's Rapid Rehousing Approach.</p> <p>This will be achieved by building on the success of the local authority's Housing First model towards Rapid Rehousing and a refreshed approach to supporting people to find the right accommodation with the right support from the outset.</p> <p>The local authority will also review how future supported accommodation can be reshaped to respond to the increase of complex presentations through a multi-agency approach to managing risk.</p> <p>Priority 3 of the Strategy aims to provide high quality support to people who are homeless or may become</p>	<p>misuse and mental health challenges.</p> <p>Housing First has been implemented in RCT to support those with the most complex needs. The services provide accommodation and support that works with people with complex needs, using assertive outreach and rapid response approaches. Rapid Rehousing is a vital part of Welsh Government policy and Housing First in RCT provides a robust foundation for this to move forward. Stakeholders want to see Housing First extended for people with more complex needs – something we are committed to exploring.</p>

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		<p>homeless by utilising available technology and ensuring effective cross agency working.</p> <p>This will be achieved by ensuring support is innovative and responds to the changing needs of service users, and building on the current level of support for providing assistance to people with high, medium and low needs.</p> <p>The local authority will:</p> <ul style="list-style-type: none"> • Improve the multi-agency process for people with complex and multiple support needs • Review how technology can be used to support people • Extend support for people with mental health and substance misuse challenges from the wider system, joint working with partners to review the response to co-occurring 	<p>The stakeholder engagement identified the following key themes:</p> <ul style="list-style-type: none"> • Improve accessibility for everyone from those with low complex needs with a one/door assessment centre • Improve multi-agency working • Ensure a better multi-agency response to inclusion <p>Homelessness data show that in 2020 – 2021 there were 891 Priority Need homeless cases and of these 87 were households where a household member is vulnerable due to mental health/learning disability/learning difficulties</p>

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		<p>issues</p> <p>The statement of need highlights the importance of planning and building properties to meet the need of housing. Strategic priority 1, which aims to strengthen early intervention and prevention services and specialist support to prevent homelessness, includes actions to ensure new homes are built to improve move in from temporary accommodation. This will be achieved by ensuring new developments meet assessed housing need as identified in the Local Housing Market Assessment and by establishing a healthy Social Housing Grant (SHG) development programme.</p>	<p>and 79 were households where a household member is vulnerable due to a physical disability.</p> <p>With regards to physical disabilities, the Strategy highlights that people with physical difficulties often apply for rehousing from hospital, often with very short timescales. In these situations, the Council needs more data and notice at an earlier stage, prior to discharge. There is a need to find more short term solutions whilst a move on accommodation is adapted or built. The Strategy states that there needs to be a strategic, multiagency approach to new</p>

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			<p>creative housing and support options.</p> <p>16% of the Homefinder waiting list are people who require an adapted property. The barrier to accessing housing for this characteristic group is the limited availability of adapted housing within RCT's existing housing stock. The existing housing stock is largely unsuitable for people with a physical disability. What this means that people on the housing waiting list who require an adapted property will often have to wait for quite some time while a new property is being built, which can sometimes take up to 2 years.</p>

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			<p>All accommodation developed under SHG must be build to Welsh Development Quality Requirements (WDQR) which sets out the minimum standards for new and rehabilitated general needs affordable homes. The WDQR state that ‘homes should be flexible, responsive to the changing needs of the occupants, meet the changing needs of a variety of households who will occupy the building over its life and be of sufficient size.</p> <p>This means all homes have a shower (in addition to a bath) and are provided with adequate space on the ground floor with plumbing, electrical and mechanical ventilation connections to allow for the future installation of a barrier free shower facility suitable for use by a person in a</p>

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			wheelchair. All flats and bungalows have a shower in addition to a bath and bungalows, ground floor flats and flats served by a lift have a bathroom designed so it is capable of adaptation for use by a person in a wheelchair.
Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they</i>	Neutral	The Housing Support Programme Strategy sets out the Council's approach to supporting our most vulnerable residents, who are at risk	Homeless data for 2020 – 2021 shows that only 1 Priority Need Homeless case identified as Transgender, compared to 620 males and

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<i>were assigned at birth including non-binary identities)</i>		<p>of homelessness regardless of gender or gender identity.</p> <p>However the Council recognises the specific and targeted housing and housing support needs of people who identify as LGBTQ+ in this strategy and action plan.</p> <p>Strategic Priority 1 of the Strategy aims to strengthen early intervention and prevention services and specialist support to prevent homelessness. In order to achieve this one of the action included is to ensure the commissioning of VAWDSA services considers the needs of LGBTQ+ community. The intended outcome of this action is that services are more responsive to the diverse needs of people.</p>	<p>372 females. What this data doesn't tell is whether people are reluctant to disclose their gender if they do not identify as male or female.</p> <p>The strong links that have been formed with strategic groups and partnerships across Cwm Taf Morgannwg through the previous Supporting People governance arrangements have been further strengthened through the establishment of the Regional Housing Support Collaborative Group (RHSCG), which provides a key forum for collaborative working.</p> <p>This Group has a broad representation across agencies, including service users, support providers,</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
			<p>wider stakeholders and commissioners.</p> <p>The Group also links with other bodies that have been established to support more focused and specialised planning and delivery.</p> <p>A Regional workplan will be overseen by the RHSCG and will detail the work to be taken forward to develop more specialist services. One of the new regional projects that is currently being undertaken is the development of a research/scoping project to determine the need for a Cwm Taf Morgannwg regional LGBTQ+ project.</p>
Marriage or Civil Partnership	Neutral	The Housing Support Programme Strategy sets out the Council's approach to supporting our most	

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<i>(people who are married or in a civil partnership)</i>		<p>vulnerable residents, who are at risk of, or experience homelessness regardless of their marital or civil partnership status.</p> <p>That being said, the Strategy highlights the increasing numbers of referrals for Refuge Services in RCT that are unable to be met due to high levels of need and/or risk.</p> <p>Whilst homelessness applications for those fleeing domestic abuse are not high, they are more complex and there is a need for service development particularly in respect of enhancing domestic abuse programmes that work with perpetrators of abuse.</p>	

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i>	Neutral	The Housing Support Programme Strategy sets out the Council's approach to supporting our most vulnerable residents, who are at risk of, or experience homelessness regardless of pregnancy or maternity.	
Race <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i>	Positive	<p>A number of policy documents underpin this Strategy including the Gypsy and Traveller Accommodation Strategy, which highlights the accommodation needs of Gypsies and Travellers.</p> <p>Strategic Priority 1 of the Strategy aims to strengthen early intervention and prevention services and specialist support to prevent homelessness. In order to achieve this one of the actions included is to complete a research project jointly with neighbouring CBCs on housing related support needs of women experiencing harmful cultural practices e.g. from Black or Minority Ethnic communities with aim of</p>	<p>The Council's Floating Support service is available to all residents of RCT regardless of race and ethnic background. This is evidenced by that fact that referrals for support for some of our Gypsy residents have been made and those residents are now being supported by one of our key support providers.</p> <p>Supporting People governance arrangements have been further strengthened through the</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>developing regional support project based on recommendations of report.</p> <p>Multi-agency discussions and working groups are already in place to meet the needs of Refugees and Asylum Seekers. The Strategy will continue to support the resettlement of Refugees and Asylum Seekers by continuing to deliver housing support services to prevent homelessness. The Housing Solutions Team seeks accommodation options to meet people's housing needs by working closely with partner Registered Social Landlords and the private rented sector through the Social Letting Agency. The Social Letting Agency works closely with the Council's Community Safety Team and other departments to source and secure accommodation for Refugees and Asylum Seekers. The Council's approach to prevention to deliver a 'one RCT' philosophy, will enhance the prevention work that is already on-going and will ensure that all</p>	<p>establishment of the Regional Housing Support Collaborative Group (RHSCG), which provides a key forum for collaborative working.</p> <p>This Group has a broad representation across agencies, including service users, support providers, wider stakeholders and commissioners.</p> <p>The Group also links with other bodies that have been established to support more focused and specialised planning and delivery.</p> <p>A Regional workplan will be overseen by the RHSCG and will detail the work to be taken forward to develop more specialist services. One of the new regional projects that is currently being undertaken is</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		those who are homeless, or at risk of homelessness will be able to access Services and receive the support they need.	the development of a Research/scoping project to determine the need for a BME project, specifically for those experiencing harmful cultural practices, alongside Housing related support needs.
Religion or Belief <i>(people with different religions and philosophical beliefs including people with no beliefs)</i>	Neutral	The Housing Support Programme Strategy sets out the Council's approach to supporting our most vulnerable residents, who are at risk of, or experience homelessness regardless of religion or belief.	
Sex <i>(women and men, girls and boys)</i>	Positive	The Strategy points out the difficulties in preventing homelessness. This is due to the increase in the number of people presenting with complex needs and the fact that current support and accommodation is not designed to meet these complex	The Needs Assessment highlighted the need for more options to ensure women who are accommodated via an offenders pathway, who often have a history of experiencing domestic violence, are not

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		<p>needs such as women fleeing domestic violence. The result of this is that people are often accommodated in the wrong accommodation.</p> <p>Strategic priority 1, which aims to strengthen early intervention and prevention services and specialist support to prevent homelessness includes actions to ensure new homes are built to improve move on from temporary accommodation. This will be achieved by ensuring new developments meet assessed housing need as identified in the Local Housing Market Assessment and by establishing a healthy Social Housing Grant (SHG) development programme which will focus on developing 1 bed accommodation which will meet the need of the high</p>	<p>inadvertently placed alongside men with a history of perpetrating domestic violence.</p> <p>The needs assessment shows that single person households have consistently accounted for the majority of cases where the Council has provided assistance to those who are homeless or threatened with homelessness. Single male applicants form the largest proportion of applicants made by those who have been homeless within the last two years. The proportion of single male applicants has risen from 46% of the total in 2017 to 58% in 2021.</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>number of single male applicants in temporary accommodation.</p> <p>Strategic priority 3 states that the Council will develop more innovative accommodation and support options for both victims and perpetrators of domestic abuse.</p> <p>Strategic Priority 2 explains that the Council will introduce a Single Point of Access service and a 'no wrong door approach' for people presenting as homeless. Within this priority the Council will:</p> <ul style="list-style-type: none"> • Improving assessment, accessibility and assessment for single homeless people, reducing reliance on the use of bed and breakfast and consider options to make temporary accommodation more sustainable and suitable 	<p>Single male applicants account for more placements into temporary accommodation than all other households combined, with single female applicants accounting for the second highest number of placements.</p> <p>A Regional workplan will be overseen by the RHSCG and will detail the work to be taken forward to develop more specialist services. One of the new regional projects that is currently being undertaken is the development of a research/scoping project to determine the need for a Cwm Taf Morgannwg regional LGBTQ+ project.</p>

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		<p>for longer stays.</p> <ul style="list-style-type: none"> • Improve access to the private rented sector accommodation through the Social Letting Agency. • Ensure new homes are built to improve move on from temporary accommodation and review local letting requirements. 	
<p>Sexual Orientation <i>(bisexual, gay, lesbian, straight)</i></p>	<p>Positive</p>	<p>The Housing Support Programme Strategy sets out the Council's approach to supporting our most vulnerable residents, who are at risk of, or experience homelessness regardless of sexual orientation. However the Council recognises the specific and targeted housing and housing support needs of people who identify as LGBTQ+ in this strategy and action plan.</p>	<p>88% of homeless cases in 2020 – 2021 identified as Heterosexual/Straight, with 5% 'not known' and 3% 'preferring not to say'. Of the remaining cases 1% identified as gay, 1% identified as bisexual, 1% identified as lesbian and 1% other.</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>Strategic Priority 1 of the Strategy aims to strengthen early intervention and prevention services and specialist support to prevent homelessness. In order to achieve this one of the action included is to ensure the commissioning of VAWDSA services considers the needs of LGBTQ+ community. The intended outcome of this action is that services are more responsive to the diverse needs of people.</p>	<p>The two main reasons recorded for homelessness for gay, bisexual and lesbian is 'Parents no longer willing to accommodate' and 'Other relatives or friends no longer willing or able to accommodate'.</p> <p>The strong links that have been formed with strategic groups and partnerships across Cwm Taf Morgannwg through the previous Supporting People governance arrangements have been further strengthened through the establishment of the Regional Housing Support Collaborative Group (RHSCG), which provides a key forum for collaborative working.</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
			<p>This Group has a broad representation across agencies, including service users, support providers, wider stakeholders and commissioners.</p> <p>The Group also links with other bodies that have been established to support more focused and specialised planning and delivery.</p> <p>A Regional workplan will be overseen by the RHSCG and will detail the work to be taken forward to develop more specialist services. One of the new regional projects that is currently being undertaken is the development of a research/scoping project to determine the need for a Cwm Taf Morgannwg regional LGBTQ+ project.</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?

In addition, due to Council commitments made to the following groups of people we would like you to consider impacts upon them:

	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Armed Forces Community <i>(anyone who is serving, has served, family members and the bereaved)</i>	Neutral	The Housing Support Programme Strategy sets out the Council's approach to supporting all of our most vulnerable residents, who are at risk of, or experience homelessness including the armed forces community.	People presenting as Homeless are asked whether they served in the armed forces. The data for 2020 – 2021 indicates 3% of homeless applicants stated they did serve in the armed forces. The main reason for homelessness for this group of people is 'prison leaver'.
Carers <i>(anyone of any age who provides unpaid care)</i>	Neutral	The Housing Support Programme Strategy sets out the Council's approach to supporting all of our most vulnerable residents, who are at risk of, or experience	

		homelessness including carers.	
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If the initial screening test has identified negative impacts then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant please provide an adequate explanation below:

The Housing Support Programme Strategy outlines the Council's approach in continuing to support vulnerable residents who are at risk of, or experience homelessness and require support to maintain their tenancy. The Council's Services aim to ensure that everyone, regardless of age, gender, disability, race, sexual orientation, sex, pregnancy or maternity, religion or belief, marriage or civil partnership, and/or gender reassignment, has access to shelter and support. Therefore, the Equality Impact Assessment screening form highlights either a positive or neutral impact on each of the protected characteristics groups and also the armed forces community and carers.

Are you happy you have sufficient evidence to justify your decision? Yes No

Name:

Position:

Date:

Please forward a copy of this completed screening form to the Diversity and Inclusion Team.

PLEASE NOTE – there is a separate impact assessment for Welsh Language. This must also be completed for proposals. Section 3 Socio-economic Duty needs only to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. Definition of a 'strategic nature' is available on page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.

SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)

The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- Pensioners
- Looked after children
- Homeless people
- Students
- Single adult households

- People living in the most deprived areas in Wales
- People with low literacy and numeracy
- People who have experienced the asylum system
- People misusing substances
- People of all ages leaving a care setting
- People involved in the criminal justice system

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<p>Low Income/Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p>	<p>Positive</p>	<p>The Strategy’s principal aim is to prevent homelessness by supporting our most vulnerable residents – those who are at risk of, or experience homelessness and those who need support to maintain their tenancies and live as part of their communities. The Strategy will help RCT CBC respond to the growth in demand of people who need help with housing, and with increasingly complex needs.</p> <p>Strategic priority 1 aims to strengthen early intervention and prevention services and specialist support to prevent homelessness. Action 1 within this priority suggests developing basic workshops with schools, colleges and targeted families and communities to prepare children and young people for future tenancies, whilst ensuring alignment with Resilient Families work. This action will ensure that children and young people understand what is required to maintain a tenancy with the aim of preventing them from</p>	<p>The development of RCT’s Housing First and Rapid Rehousing has already set the scene for homelessness prevention and works closely with people to maintain tenancies by helping them with day to day tasks such as shopping, paying bills, seeking employment. The Strategy will continue to build on this work.</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>being unable to afford a tenancy in the future. The action plan also recommends developing relationships with community groups to offer regular drop in sessions.</p> <p>Strategic aim 3 of the Strategy aims to provide high quality support to people who are or may become homeless, fully utilising available technology and ensuring effective cross-agency working. This will be achieved by developing digital inclusion skills across services as well as the people we are supporting – linking into to Digital Communities Wales.</p>	
<p>Low and / or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i></p>	<p>Positive</p>	<p>The Strategy's principal aim is to prevent homelessness by supporting our most vulnerable residents – those who are at risk of, or experience homelessness and those who need support to maintain their tenancies and live as part of their communities. The Strategy will help RCT CBC respond to the growth in demand of</p>	<p>The development of RCT's Housing First and Rapid Rehousing has already set the scene for homelessness prevention and works closely with people to maintain tenancies by helping them with day to day tasks such as shopping, paying bills, seeking</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>people who need help with housing, and with increasingly complex needs.</p> <p>Strategic priority 1 aims to strengthen early intervention and prevention services and specialist support to prevent homelessness. Action 1 within this priority suggests developing basic workshops with schools, colleges and targeted families and communities to prepare children and young people for future tenancies, whilst ensuring alignment with Resilient Families work. This action will ensure that children and young people understand what is required to maintain a tenancy with the aim of preventing them from being unable to afford a tenancy in the future. The action plan also recommends developing relationships with community groups to offer regular drop in sessions.</p> <p>The action plan also recommends reviewing the Get Ready And Move On (GRAMO) Tenancy Ready</p>	<p>employment. The Strategy will continue to build on this work. The support delivered through these schemes are also provided to other residents via floating support and other support schemes and tenancy ready schemes.</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>Courses along with colleagues from Social Care to examine its efficacy for care experienced young people. GRAMO is also delivered to other people of all ages to equip them with the life skills to maintain a tenancy and managing money and bills.</p> <p>Strategic aim 3 of the Strategy aims to provide high quality support to people who are or may become homeless, fully utilising available technology and ensuring effective cross-agency working. This will be achieved by developing digital inclusion skills across services as well as the people we are supporting – linking into to Digital Communities Wales.</p>	
<p><u>Material Deprivation</u> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i></p>	<p>Positive</p>	<p>The Strategy’s principal aim is to prevent homelessness and will build on the prevention work which is already being delivered by the Housing Solutions team. This work includes sourcing and securing white goods for new tenancies, referrals to</p>	<p>The Council already has a strong track record of homelessness prevention and the priorities within the Strategy will build on this.</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		the Council's Heat and Save team for assistance with energy bills.	

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<p><u>Area Deprivation</u> <i>(where you live (rural areas), where you work (accessibility of public transport))</i></p>	<p>Positive</p>	<p>The Strategy highlights the need to build on the partnership working that already exists. This includes continuing to work closely with Health and Probation Services.</p> <p>Strategy priority 1 identifies the need for early and timely intervention to reduce undue escalation to avoid a crisis situation, with a knock-on impact to health, inclusion and independence. We will focus on the following areas to strengthen our approach to prevention:</p> <ul style="list-style-type: none"> a) Ensuring there is a seamless corporate approach to prevention. b) Improving data sharing between Health, Housing, Probation and support providers - including use of data for planning services. 	<p>The Statement of Need states that understanding the activity of system partners such as Health, Probation and Education and having access to the information they have on people's needs is vital to effectively plan services and provide support early, before crises develop. This will help develop area based policies interventions where required.</p>

<p>Socio-economic background <i>(social class i.e. parents education, employment and income)</i></p>	<p>Positive</p>	<p>The Strategy highlights the need to build on the partnership working that already exists. This includes continuing to work closely with Health and Probation Services.</p> <p>The Strategy's principal aim is to prevent homelessness and will build on the prevention work which is already being delivered by the Housing Solutions team</p> <p>Strategic priority 1 aims to strengthen early intervention and prevention services and specialist support to prevent homelessness. Action 1 within this priority suggests developing basic workshops with schools, colleges and targeted families and communities to prepare children and young people for future tenancies, whilst ensuring alignment with Resilient Families work. This action will ensure that children and young people understand what is required to maintain a tenancy with the aim of preventing them from being unable to afford a tenancy in the future. The action plan also recommends developing</p>	<p>Stakeholder engagement cited the Council's Resilient Families programme as supporting the homelessness prevention agenda and the Statement of Need identifies that this could be built upon. There is clearly some cross over between the prevention agendas of both the HSP and the Resilient Families Programme. We will further explore how these programmes can strategically and operationally complement each other going forward.</p>
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		<p>relationships with community groups to offer regular drop in sessions.</p> <p>Strategic aim 3 of the Strategy aims to provide high quality support to people who are or may become homeless, fully utilising available technology and ensuring effective cross-agency working. This will be achieved by developing digital inclusion skills across services as well as the people we are supporting – linking into to Digital Communities Wales.</p>	
<p>Socio-economic disadvantage <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	<p>Positive</p>	<p>The Strategy’s aims are targeted to preventing homelessness for all residents of RCT and one of the key priorities is to operate a ‘one RCT’ philosophy where all residents who are or threatened with homelessness can access services.</p> <p>The Strategy will have a positive impact for all people regardless of their socio-economic disadvantage as it aims to make services more accessible and focuses on building on the joint partnership work that already exists. Working with Health, Probation, and other Council</p>	<p>Stakeholder engagement highlighted the need for improved accessibility for everyone from those with low to complex needs with a one door/assessment centre approach and a ‘no wrong door’ philosophy.</p>

		Services will ensure that that overall the Strategy will assist all people who are disadvantaged due to protected characteristics, and/or vulnerability.	
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SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified. **Attach a separate action plan where impacts are substantial.**

N/A

- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

N/A

- 4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff.

N/A

- 4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.

Stakeholders were engaged in the development of the priorities for this Strategy through a series of on-line workshops, one to one interviews and via questionnaires, including a questionnaire to service users. Groups engaged with included:

- Service users
- Housing Support Grant team
- Housing and Homelessness teams
- Adult Social Care
- Registered Social Landlords
- Children's Services
- Housing Support Grant providers
- NHS

- Probation

The main themes from stakeholders have influenced the strategic priorities and have been incorporated into the action plan of the Strategy.

4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?

Yes

No

SECTION 5 – MONITORING, EVALUATING AND REVIEWING

5a) Please outline below how the implementation of the proposal will be monitored:

The Council will monitor, steer and review progress against the HSP Strategy through the RCT HSP Planning Group which convenes on a quarterly basis. Delivery against the Strategy will be a standing agenda item at this meeting every quarter.

5b) When is the evaluation of the proposal due to be reviewed?

A formal review of progress and an evaluation of the impact of the Strategy will take place every two years as a minimum, but may be reviewed more frequently should it be deemed necessary.

5c) Who is responsible for the monitoring and review of the proposal?

The Chair of the RCT HSP Planning Group is accountable for the delivery of the Strategy and responsibility is delegated to the HSP Lead Officer.

5d) How will the results of the monitoring be used to develop future proposals?

A key area of the RCT HSP Planning Group will be to improve the information that is collected on outcomes across all strands of investment using Housing Support Grant to support adults, children and people with learning disabilities and physical disabilities.

SECTION 6 – REVIEW

For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Diversity and Inclusion team – equality@rctcbc.gov.uk and the Consultation and Engagement team – consultation@rctcbc.gov.uk in the first instance for some initial guidance and feedback.

As part of the Welsh Language, Equalities and Socio Economic Duty Impact Assessment Process all proposals that fall within the definition of Significant Key Decision should present at the Officer Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your report is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Strategic Decision please forward your completed impact assessment, policy proposal/report and consultation report to CouncilBusiness@rctcbc.gov.uk for an Officer Review Panel to be organised to discuss your proposal. See our guidance document for more information on what a Significant Key Decision is.

It is important to keep a record of this process so that we can demonstrate how we have considered and built in equality/Socio economic considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments

Diversity and Inclusion team Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations

SECTION 7 – SUMMARY OF IMPACTS FOR THE PROPOSAL

Provide below a summary of the impact assessment, to include some of the main positive and negative impacts along with an overview of actions taken since the impact assessment to better contribute to more positive impacts. This summary must be included in the Equality Considerations section of the SLT/Cabinet report template. It is not suitable to only write 'please see full report at Appendix x' in the body of the report. The impact assessment must be published alongside the report.

An Equality Impact Assessment has been completed and the main findings are as follows:-

SECTION 8 – AUTHORISATIONS

Lead Officer:

Name:

Position:

Date:

I recommend that the proposal:

- Is implemented with no amendments
- Is implemented taking into account the mitigating actions outlined
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage

Head of Service/Director Approval:

Name:

Position:

Date:

Please submit this impact assessment with any SLT/Cabinet Reports.