

Merthyr Tydfil County Borough Council - Integrated Impact Assessment

(Includes Well-being of Future Generations, Protected Characteristics, Welsh Language, Socio-economic Disadvantage, Sustainability and Biodiversity, Consultation/Engagement and Data/Evidence)



Before completing this Integrated Impact Assessment (IIA), please refer to the corresponding **guidance document**, which provides essential background information.

An IIA MUST be completed for:

- Any Council / Cabinet report.
- Any strategic decisions being taken where due regard is required to reduce inequalities of outcome resulting from socio-economic disadvantage.
- Any project (i.e. something that has a start and end date and is different from day to day business).
- Where you are implementing significant change e.g. service provision.

This IIA helps to support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation. This IIA must be completed at the start of any project or proposal.

Title of Report / Project:	Draft Merthyr Tydfil Housing Support Programme Strategy April 2022 – March 2026				
Officer completing IIA:	Richard Knight (Housing Strategy Officer)				
Lead Officer / Project Manager:	Richard Knight (Housing Strategy Officer)				
Service:	Housing and Regeneration				
IIA completion date:	15.03.22				
Type of proposal: (please place an X in the relevant box)	Policy	x	Strategy		Plan
	Practice		Restructure		Procedure
	Other (please identify):				
Give a brief description of the proposal including the aims, and any links to relevant reports or documents:	This strategy sets out the strategic priorities of Merthyr Tydfil County Borough Council and its partner agencies for homelessness prevention and alleviation 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) Delivery Plan for 2021-22. Development of the priorities was informed by a comprehensive need assessment exercise which included direct engagement with stakeholders within the Council, providers of support services and service users.				

1. Merthyr Tydfil Well-being Objectives

Does your proposal help to deliver any of the Council’s Well-being Objectives?

How does your proposal help to deliver any or all of the Council’s Well-being Objectives?

Well-being Objectives	Does your proposal have a positive or negative impact on the Council’s Well-being Objectives? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
<p>Best Start to Life - Children and young people get the best start to life and are equipped with the skills they need to be successful learners and confident individuals.</p>	X			<p>Under Action 3 of the Strategy: Support for young people including an enhanced corporate parenting approach in relation to future accommodation needs, we will continue to commission floating support services and supported accommodation for young people at risk of homelessness or experiencing homelessness. We will provide them with specialist support to build skills and resilience enabling them to live independent lives within safe and suitable homes.</p> <p>We will continue to utilise grant funding and work with partners to increase the supply of accommodation with support services for young people at risk of homelessness or experiencing homelessness. We will do so in partnership with HSG to provide them with specialist support to build skills and resilience enabling them to live independent lives within safe and suitable homes.</p>	<p>We plan to increase our offer of available specialist supported accommodation for young people by accessing ICF funding and committing revenue funding from the HSG (2022-23) to fund the support element of a new accommodation scheme (NLC) which we will design to support care-experienced young people to thrive and build the necessary skills to live independent fulfilled lives.</p> <p>All HSG funded projects are required to report on outcomes (as defined by WG), we hope that increased levels of wellbeing and resilience will be demonstrated through the outcomes reports for this new scheme, as well as all other HSG funded project.</p> <p>Our plans include the increased offer of available specialist supported accommodation and general needs accommodation for young people and those with more complex needs by committing revenue funding from the HSG and capital funding through the</p>

1. Merthyr Tydfil Well-being Objectives

Does your proposal help to deliver any of the Council's Well-being Objectives?

How does your proposal help to deliver any or all of the Council's Well-being Objectives?

Well-being Objectives	Does your proposal have a positive or negative impact on the Council's Well-being Objectives? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
					SHG and/or via other WG streams e.g. ICF.
<p>Working Life - People feel supported to develop the skills required to meet the needs of businesses with a developing, safe infrastructure making Merthyr Tydfil an attractive destination.</p>	X			<p>Housing and homelessness services are primarily working with some of the most disadvantaged of our community members. The HSG support and accommodation offering is to prevent and alleviate homelessness and allow people to live and thrive within the community through a range of support available to those requiring housing advice and housing related support with the ultimate aim to alleviate homelessness.</p> <p>Our HSG funded support workers also link service users with employability support services such as Communities for Work+. Volunteering placements and good links with DWP are also encouraged through structured activities within supported accommodations.</p> <p>The Housing department has recently fallen under the same umbrella as Regeneration which has made these links more seamless.</p>	<p>By increasing housing supply to meet the presenting need, service users will feel safe and included; and those most disadvantaged in the housing market feel connected and supported.</p> <p>Service users who are supported to gain skills, undertake training, volunteer, gain employment will be more able to maintain tenancies / suitable homes and this will be demonstrated via the WG outcomes collated twice per year by our monitoring officers.</p> <p>Service users will feel safe and included; and those most disadvantaged in the housing market feel connected and supported.</p>

1. Merthyr Tydfil Well-being Objectives

Does your proposal help to deliver any of the Council's Well-being Objectives?

How does your proposal help to deliver any or all of the Council's Well-being Objectives?

Well-being Objectives	Does your proposal have a positive or negative impact on the Council's Well-being Objectives? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
Environmental Well-being - Communities protect, enhance and promote our environment and countryside.	X			We support Welsh Government's ambition for the public sector to be Carbon Neutral by 2030 in response to climate change and look forward to working in partnership with our RSLs to achieve WG's target of building 20,000 new low carbon social homes for rent, which will better meet the needs of our community going forward.	We will work with partner RSLs to achieve zero carbon/low carbon homes, through new developments under the new Welsh Development Quality Requirements (WDQR 2021), and in accordance with Welsh Government's
Living Well - People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.	X			We will support people to live in safe, suitable and affordable housing, reducing the risk of homelessness, alleviating homelessness quickly where it cannot be avoided and ensuring that it is not repeated. Through psychologically informed environments as part of our housing support and advice, and trauma informed support we will appropriately and sympathetically support those who have experienced adverse childhood experiences to overcome barriers to living independent and to live rewarding lives,	More people will receive the right information, advice and assistance when they need it due to our increased capacity to support people experiencing low level mental health needs alongside housing support needs. We have also regionally jointly commissioned an innovative new scheme linking health and housing which will support our most complex service users living in supported accommodation to address their mental health, substance dependencies and housing needs through interventions delivered by a specialist support team which included

1. Merthyr Tydfil Well-being Objectives

Does your proposal help to deliver any of the Council's Well-being Objectives?
 How does your proposal help to deliver any or all of the Council's Well-being Objectives?

Well-being Objectives	Does your proposal have a positive or negative impact on the Council's Well-being Objectives? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
				<p>equipping them with the skills to thrive and ensure that cycles of ACES are not repeated for the next generation.</p> <p>Mental health continues to be a lead need for those experiencing homelessness or who are at risk of homelessness and we</p>	<p>highly skilled mental health and substance misuse nurses (funded by the LHB) and Level 5 therapeutic councillors.</p> <p>Our floating support services aim to ensure that service users can sustain tenancies / appropriate homes, avoiding both homelessness and inappropriate institutionalized housing settings such as care homes / group homes when possible.</p> <p>More people will receive the right accommodation when it is required and the lack of move on accommodation will increase through utilisation of grants and close working with key stakeholders.</p> <p>We are closely linking health and housing which will support our most complex service users living in a variety of accommodation types to address their varying needs and achieve positive outcomes starting with appropriate housing in which to feel safe and secure.</p> <p>We align our accommodation closely with HSG commissioned services for</p>

1. Merthyr Tydfil Well-being Objectives

Does your proposal help to deliver any of the Council's Well-being Objectives?
 How does your proposal help to deliver any or all of the Council's Well-being Objectives?

Well-being Objectives	Does your proposal have a positive or negative impact on the Council's Well-being Objectives? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
					sustainability and stability to those who have experienced homelessness and the increase of supported accomodatio is fundamental to achieving positive outcomes and meet WG expectatons around providing suitable accommodation.

Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):

2. Sustainable Development Principles (The Five Ways of Working)

Does your proposal demonstrate you have met the sustainable development principles (five ways of working)?

The Well-being of Future Generations (Wales) Act 2015 requires the Council to consider how any proposals improve the social, economic, environmental and cultural well-being, whilst also looking to the future, planning for the long term and ensuring that we do not compromise the ability of future generations to meet their own needs. Please consider the national well-being goals when completing this section.

Five Ways of Working	How does your proposal demonstrate you have met the five ways of working when developing the proposal?	Are there any additional actions to be taken to better contribute to the five ways of working and/or mitigate any negative impacts? How will you know when this has been achieved?
<p>Long Term - Thinking and planning for the long term, balancing short term and long term needs.</p>	<p>We have tried to balance the immediate needs of our service users through the pandemic and subsequent lockdowns by commissioning short term provisions which meet current needs and allow for service users to comply with Covid regulations and to self-isolate should they need to. We have ear-marked future funding to provide the necessary revenue to provide support within supported housing settings for those who are unable to live independently in the short-medium term.</p> <p>We are working to support the current crisis around homelessness, however are looking to balance the immediate needs of our customers through the pandemic and immediate, and short – medium term needs by developing a range of accommodation which is reflective of the local need currently, and the need we believe will continue into the future. All accommodations are considered in line with the decarbonisation agenda and greener technologies.</p> <p>The strategy sets out the ambitions over the coming 4 years in terms of both commissioning and development opportunities to meet the future needs of our populations considering data trends and projections to meet the housing need over the longer term.</p>	<p>Our Needs Assessment has informed us that those brought into temporary accommodation are supported into the correct type of long term accommodation. It is clear that more supported accommodation is needed within the borough to support those individuals who currently reside in temporary accommodation with high support needs.</p>

<p>Prevention - Preventing problems occurring or getting worse.</p>	<p>The Housing service utilise HSG funds to employ early intervention and prevention officers and all of the work across housing advice where possible is targeted to prevent individuals from becoming homeless in the first place, working through a variety of issues from debt management, budgeting, training and skills for future employment, mediating with landlords, getting in at the onset of a concern or issue before it escalates.</p> <p>Our Local Commissioning Plan for 21-22 includes the employment of 2 x early Intervention and Prevention officers through the LA's Housing Team who will aim to engage with people at the very first signs of risk and work with them to prevent escalation.</p> <p>It is fair to say the majority of work pre and post pandemic is firefighting and reacting to crisis/homelessness in which we work with multi agency partners towards tackling the broader agenda of poverty and wider socio economic issues. It is envisaged many of the support services will be brought together in one place and based based intermittently at a potential site (TA & SA provision) we have in the pipeline for development - bringing the support to those who need it, when they need it.</p> <p>From a development perspective, the Strategic Housing team and partner RSLs are working hard to address the lack of 1 bed units accommodation to meet the local need as well as the supported accommodation need, to ensure those who are currently housed within B&B accommodation are able to leave into appropriate accommodation to meet their needs to prevent people becoming institutionalised.</p>	<p>Our HSG related outcomes will demonstrate that an increased number of people have been supported prior statutory duties being triggered, and they will avoid homelessness and entering the homelessness system.</p> <p>Much of this work is made more possible by broadening the range of accommodation to meet the presenting need.</p> <p>Our SHG programmes will demonstrate that an increased number of 1 bed and supported accommodation units will have been developed throughout the lifetime of the strategy preventing further bottlenecks in helping people move on to permanent, safe and secure homes.</p>
<p>Integration - Impact on our well-being objectives, national well-</p>	<p>All of the work of housing contributes to living well, supporting mental wellbeing, and making Merthyr a great place to live and work. This is done through</p>	<p>We will further strive to pool resources, jointly commission and collaborate when appropriate to do</p>

<p>being goals and the well-being objectives of other public bodies.</p>	<p>collaborative working across all areas of the council and external partners to build affordable quality homes, utilise HSG Grant to support those with specific needs to break down barriers, access work, employment and training, a meeting a basic need of providing a safe and suitable accommodation to meet peoples wide ranging needs.</p> <p>We work on joint revenue and capital projects which link clearly to other LA departments such as Social Services (Older People, Adults and Young People) , as well as linking directly with Health, the Third sector, Police, Probation and Drug and Alcohol Services. This strategy offers a great opportunity to bring multiple stakeholders and services together on projects to support those who need the support the most.</p>	<p>so for the benefit of service users within Merthyr Tydfil.</p>
<p>Collaboration - Acting in collaboration with others inside and outside the Council.</p>	<p>HSG (and its predecessor the Supporting People Programme) has a long history of regional collaboration. We will continue to collaborate with our colleagues across RCT and Bridgend HSG teams and to further benefit from the recent leap forward in joint working with our colleagues in Health.</p> <p>From a development perspective, we work collaboratively with RSL and Private partners, Health, Police, as well as various internal departments such as planning, estates, social services, public portention and neighbourhood services to support our development programmes and developments outlined in the HSP Strategy.</p>	<p>Continued collaboration and further integration of workstreams across Planning and Estates as well as other LAs and our health colleagues in bringing services to people making them far more accessible and impactful.</p>
<p>Involvement - Involving people with an interest in achieving the well-being goals and who reflect the diversity of our communities.</p>	<p>We consult and involve a variety of stakeholders in our strategic planning and operational delivery through consultation exercises as part of new developmens across the Council and wider communities, as well as through a range of external stakeholders as part of wider strategic planning.</p>	<p>As part of this Strategy Housing and HSG produced a Needs Assessment which involved a mixture of focus groups / questionnaires with HSG service users, stakeholders, developing RSLs and internal departments, amongst others.</p>

	<p>From a HSG perspective, we collect feedback on an annual basis along with suggestions from those who access our services. These are usually a mixture of questionnaires and focus groups. This exercise was undertaken as part of this strategy and helped us form our 3 Strategic Priorities, and actions contained within.</p>	
--	---	--

Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):

3. Protected Characteristics (including Welsh Language)

Does your proposal directly impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language as identified below?

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 and foster good relations between different groups. Please note that an individual may have more than one protected characteristic.

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
Age - People of all ages.	X			<p>We commission services specifically for older people whose housing support needs are related to ageing. We also commission services for Young People who are at risk of homelessness or who are experiencing homelessness. These support services are delivered by support workers who have the skills and experience necessary to engage with Young People successfully.</p> <p>One of the key aims and actions of this this Strategy is to ensure the range of accommodation is broadened to meet the current and future need i.e including general supported accommodation, Extra Care (to help with ageing population) and Young Persons Supported.</p>	People of all ages will report positive outcomes, maintain their tenancies and avoid homelessness.
Disability - People with disabilities/long term conditions.	X			We commission services specifically for people experiencing physical and learning disabilities, brain injuries, long	People with disabilities will report positive outcomes, maintain their tenancies and avoid homelessness.

3. Protected Characteristics (including Welsh Language)

Does your proposal directly impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language as identified below?

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 and foster good relations between different groups. Please note that an individual may have more than one protected characteristic.

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
				<p>term mental health conditions and a dementia specific scheme.</p> <p>The Strategy has identified a need for Accessible Housing within the borough.</p>	<p>The Council will work in partnership with its partner RSLs to provide further accessible accommodation, as well fund adaptations through its Disabled Facilities Grant programme in both the private and affordable housing sector to ensure people can remain independent in their own home and maximise their independence.</p>
<p>Gender Reassignment - People whose gender identity or gender expression is different to the sex they were assigned at birth.</p>			X		<p>We do not currently commission specific services for this protected characteristic however; through the Regional Housing Support Grant Collaborative Group we aim to explore the potential for a regional project to specifically meet the needs of service users who identify as LGBTQ+ and who are experiencing or at risk of homelessness.</p>
<p>Marriage and Civil Partnership - People who are married or in a civil partnership.</p>			X	<p>The Housing schemes developed do not seek to address this specific protected characteristic but provides universal</p>	

3. Protected Characteristics (including Welsh Language)

Does your proposal directly impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language as identified below?

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 and foster good relations between different groups. Please note that an individual may have more than one protected characteristic.

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
				benefit to any individuals in need of housing advice and support.	
Pregnancy and Maternity - Women who are pregnant and/or on maternity leave.			X	Merthyr Tydfil HSG Does not currently commission services which are specifically aimed at this protected characteristic. From a development perspective, the Housing schemes developed do not seek to address this specific protected characteristic but provides universal benefit to any individuals in need of housing advice and support.	
Race - People from black, Asian and minority ethnic communities and different racial backgrounds.	X			The HSG team have allocated funding to a pilot project aimed at those experiencing or at risk of harmful cultural practices. This brief pilot scheme (ending March 31 st 22) will aim to meet the housing support needs of those who are at risk of forced marriage, FGM and	Service users who meet the criteria for this scheme will report positive outcomes against the WG HSG Outcomes framework

3. Protected Characteristics (including Welsh Language)

Does your proposal directly impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language as identified below?

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 and foster good relations between different groups. Please note that an individual may have more than one protected characteristic.

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
				honour based violence as well as addressing their specific housing needs. The Housing schemes developed do not seek to address this specific protected characteristic but provides universal benefit to any individuals in need of housing advice and support.	
Religion or Belief - People with different religions and beliefs including people with no beliefs.			X	Merthyr Tydfil HSG Does not currently commission services which are specifically aimed at this protected characteristic. The Housing schemes developed do not seek to address this specific protected characteristic but provides universal benefit to any individuals in need of housing advice and support.	

3. Protected Characteristics (including Welsh Language)

Does your proposal directly impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language as identified below?

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 and foster good relations between different groups. Please note that an individual may have more than one protected characteristic.

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
Sex (Gender) - Women and men, girls and boys and those who self-identify their gender.	X			Merthyr Tydfil HSG currently funds gender specific services for women fleeing domestic abuse through our refuge.	<p>We are currently in the process of procuring support services which will work with people who would usually access refuge provision but are prevented from doing so due to reasons such as: having older male children, being male, having pets etc. The capital funding for these additional units of support has been awarded though a WG VAWDASV capital grant. HSG will provide the necessary revenue funding for the support element.</p> <p>Our HSP Needs Assessment has found that there is still a significant demand for refuges of this nature. We aim to increase our provision by providing 2 further units in the immediate future (March 22).</p>
Sexual Orientation - Lesbian, gay, bisexual, heterosexual.			X	Merthyr Tydfil HSG Does not currently commission services which are	We do not currently commission specific services for this protected characteristic

3. Protected Characteristics (including Welsh Language)

Does your proposal directly impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language as identified below?

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 and foster good relations between different groups. Please note that an individual may have more than one protected characteristic.

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
				<p>specifically aimed at this protected characteristic</p> <p>The Housing schemes developed do not seek to address this specific protected characteristic but provides universal benefit to any individuals in need of housing advice and support.</p>	<p>however; through the Regional Housing Support Grant Collaborative Group we aim to explore the potential for a regional project to specifically meet the needs of service users who identify as LGBTQ+ and who are experiencing or at risk of homelessness.</p>
<p>Welsh Language</p> <p>The Welsh Language Wales Measure 2011 and the Welsh Language Standards require the Council to have 'due regard' for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language.</p>					
<p>Welsh Language - Opportunities for people to use and promote the Welsh language, treating the Welsh language no less favourably than the English language, compliance with Welsh Language Standards, links</p>			X	<p>Merthyr Tydfil HSG Does not currently commission services which are specifically aimed at this protected characteristic; however, materials, forms etc. are available through the medium of Welsh should this be requested.</p>	

3. Protected Characteristics (including Welsh Language)

Does your proposal directly impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language as identified below?

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 and foster good relations between different groups. Please note that an individual may have more than one protected characteristic.

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
with internal and external Welsh Language strategies.					

Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):

4. Socio-economic Disadvantage (Strategic Decisions)

Does your proposal impact/deliver better outcomes for those who are experiencing socio-economic disadvantage?

The Socio-economic Duty places a responsibility on the Council to have 'due regard' to how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. This duty gives us an opportunity to do things differently and put tackling inequality 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: Single parents and vulnerable families, pensioners, carers, looked after children, single adult households, armed forces community, people with low literacy/numeracy, people who are homeless, people who have experienced the asylum system, students, people of all ages leaving a care setting, people living in the most deprived areas of Wales, people misusing substances, people involved in the criminal justice system, people who are not in education, employment or training. Please see the guidance document for more information.

Socio-economic Disadvantage	Does your proposal have a positive or negative impact on socio-economic disadvantage for service users, employees and/or the wider community? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? What steps will be taken to reduce inequalities of outcome? How will you know when this has been achieved?
	Positive	Negative	Neutral		
Low Income/Income Poverty - Unable to afford to maintain regular payments such as bills, food, clothing, transport, other essential items etc.	X			All services are supporting those who are at risk or already experiencing homelessness. Specific projects have been and continue to be developed with specific socio economic factors in mind. The very definition of affordable housing is housing which is available to households who otherwise could not house themselves, for example, because they would struggle to afford the cost of housing in the open market, or they need a specific type of house which is not commonly available.	Service users are supported to gain skills, undertake training, volunteer, gain employment will be more able to maintain tenancies / suitable homes and this will be demonstrated via the WG outcomes collated twice per year by our monitoring officers. Lower rents associated with affordable housing will help achieve this also.

4. Socio-economic Disadvantage (Strategic Decisions)

Does your proposal impact/deliver better outcomes for those who are experiencing socio-economic disadvantage?

The Socio-economic Duty places a responsibility on the Council to have 'due regard' to how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. This duty gives us an opportunity to do things differently and put tackling inequality 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: Single parents and vulnerable families, pensioners, carers, looked after children, single adult households, armed forces community, people with low literacy/numeracy, people who are homeless, people who have experienced the asylum system, students, people of all ages leaving a care setting, people living in the most deprived areas of Wales, people misusing substances, people involved in the criminal justice system, people who are not in education, employment or training. Please see the guidance document for more information.

Socio-economic Disadvantage	Does your proposal have a positive or negative impact on socio-economic disadvantage for service users, employees and/or the wider community? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? What steps will be taken to reduce inequalities of outcome? How will you know when this has been achieved?
	Positive	Negative	Neutral		
Low and/or No Wealth - Enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.	X			All services are supporting those who are at risk or already experiencing homelessness. Specific projects have been and continue to be developed with specific socio-economic factors in mind.	
Material Deprivation - Unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies etc.	X			Support provided through Housing services includes the support necessary to equip a home with the necessary basic goods required for a safe and appropriate home. Staff have access to a range of means to ensure service users do not experience material deprivation once they move into their own home from temporary accommodation including the proposed development.	Service users will live in homes which have at least the basic goods and services in place to allow them to lead comfortable lives.

4. Socio-economic Disadvantage (Strategic Decisions)

Does your proposal impact/deliver better outcomes for those who are experiencing socio-economic disadvantage?

The Socio-economic Duty places a responsibility on the Council to have 'due regard' to how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. This duty gives us an opportunity to do things differently and put tackling inequality 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: Single parents and vulnerable families, pensioners, carers, looked after children, single adult households, armed forces community, people with low literacy/numeracy, people who are homeless, people who have experienced the asylum system, students, people of all ages leaving a care setting, people living in the most deprived areas of Wales, people misusing substances, people involved in the criminal justice system, people who are not in education, employment or training. Please see the guidance document for more information.

Socio-economic Disadvantage	Does your proposal have a positive or negative impact on socio-economic disadvantage for service users, employees and/or the wider community? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? What steps will be taken to reduce inequalities of outcome? How will you know when this has been achieved?
	Positive	Negative	Neutral		
Area Deprivation - Where you live e.g. rural areas, and where you work e.g. accessibility of public transport.	X			Housing services include the support required for service users to locate and secure a home in an area which is suitable for their needs and does not negatively affect their ability to maintain and benefit from the support of family and friends where possible.	Careful consideration is made with regard to the placement of any new accommodation and its impact on service users and the wider community.
Socio-economic Background - Social class i.e. parents' education, employment and income.			X	No charges are made for the receipt of housing related support funded through HSG. Social class, education or employment status play no part in the eligibility criteria for HSG funded support.	Service users will be supported to alleviate and prevent homelessness regardless of social-economic status. Service users will report positive outcomes against the WG HSG Outcomes framework.
Socio-economic Disadvantage - What cumulative impact will the	X			Service users will be supported to live in safe, affordable and appropriate homes, regardless of if they possess a	Service users will be supported to alleviate and prevent homelessness regardless of protected characteristics.

4. Socio-economic Disadvantage (Strategic Decisions)

Does your proposal impact/deliver better outcomes for those who are experiencing socio-economic disadvantage?

The Socio-economic Duty places a responsibility on the Council to have 'due regard' to how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. This duty gives us an opportunity to do things differently and put tackling inequality 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: Single parents and vulnerable families, pensioners, carers, looked after children, single adult households, armed forces community, people with low literacy/numeracy, people who are homeless, people who have experienced the asylum system, students, people of all ages leaving a care setting, people living in the most deprived areas of Wales, people misusing substances, people involved in the criminal justice system, people who are not in education, employment or training. Please see the guidance document for more information.

Socio-economic Disadvantage	Does your proposal have a positive or negative impact on socio-economic disadvantage for service users, employees and/or the wider community? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? What steps will be taken to reduce inequalities of outcome? How will you know when this has been achieved?
	Positive	Negative	Neutral		
proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged?				protected characteristic. Some people who possess protected characteristics will receive specialist support which aims to address their housing needs while mitigating the barriers they may face due to such protected characteristics.	Service users will report positive outcomes against the WG HSG Outcomes framework and WG housing and homelessness statistical returns. Some service users will receive specialist support which aims to remove barriers and reduce inequality of opportunity for those with protected characteristics.

Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):

5. Consultation and Engagement

What consultation and/or engagement has been undertaken to inform the development of the proposal?

There may be a legal requirement to consult in some instances, or a legitimate expectation that consultation will take place. Where it has been determined that consultation is required, the Gunning Principles must be adhered to.

- The proposals are still at a formative stage.
- There is sufficient information to give 'intelligent consideration'.
- There is adequate time for consideration and response.
- 'Conscientious consideration' must be given to the consultation responses before a decision is made.

Please consider: Protected Characteristic groups, those who are experiencing socio-economic disadvantage, communities and places of interest, other stakeholders, forums, community groups and community councils. Please see the guidance document for more information.

Consultation and Engagement	Has consultation and/or engagement been undertaken on the proposal? Please place an X in the relevant box.			Briefly describe any recent or planned consultation and/or engagement exercises, paying particular attention to evidencing the Gunning Principles. Please identify when the consultation and/or engagement took place or will take place, or why it is not required.	Who was consulted/engaged with? Was sufficient information provided to allow an informed decision on the proposal to be made? What were the key findings of the consultation and/or engagement? Have these findings been taken into account? Is further consultation and/or engagement required?
	Undertaken	Due to be undertaken	Not required		
Requirement for consultation and/or engagement to be undertaken, or a legitimate expectation that it will take place.	X			<p>A range of local stakeholders were involved in developing this needs assessment. Stakeholders included council departments, statutory partners such as health and probation, along with representatives from Registered Social Landlords and HSG providers. Stakeholders were engaged via online workshops, one to one interviews and via questionnaire.</p> <p>1 x service user questionnaire</p> <p>10+ workshops / one to one interviews were undertaken.</p>	<p>Consultation results were largely as expected, with stakeholders highlighting the need for additional units of move on accommodation for single people.</p> <p>Service users and statutory partners were incredibly positive about the services they received support from with many expressing gratitude towards their support workers and Housing Solutions staff who have supported them through this difficult period.</p>

5. Consultation and Engagement

What consultation and/or engagement has been undertaken to inform the development of the proposal?

There may be a legal requirement to consult in some instances, or a legitimate expectation that consultation will take place. Where it has been determined that consultation is required, the Gunning Principles must be adhered to.

- The proposals are still at a formative stage.
- There is sufficient information to give 'intelligent consideration'.
- There is adequate time for consideration and response.
- 'Conscientious consideration' must be given to the consultation responses before a decision is made.

Please consider: Protected Characteristic groups, those who are experiencing socio-economic disadvantage, communities and places of interest, other stakeholders, forums, community groups and community councils. Please see the guidance document for more information.

Consultation and Engagement	Has consultation and/or engagement been undertaken on the proposal? Please place an X in the relevant box.			Briefly describe any recent or planned consultation and/or engagement exercises, paying particular attention to evidencing the Gunning Principles. Please identify when the consultation and/or engagement took place or will take place, or why it is not required.	Who was consulted/engaged with? Was sufficient information provided to allow an informed decision on the proposal to be made? What were the key findings of the consultation and/or engagement? Have these findings been taken into account? Is further consultation and/or engagement required?
	Undertaken	Due to be undertaken	Not required		

Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):

The Strategy clearly provides a comprehensive stakeholder consultation and describes the stakeholders involved, feedback and directly fed into our ongoing actions over the coming 4 years. Data can be found within the Needs Assessment and is referred to within the Strategy itself.

6. Data and Evidence

What data or other evidence has been used to inform the development of the proposal?

Evidence may include the outcome of previous consultation or engagement exercises, existing databases, pilot projects, review of customer complaints and compliments and other service user feedback, national and regional data, academic publications and reports, future trends, horizon scanning, business plans etc. Consider the sources of evidence from all of the sections in your explanation.

Data and Evidence	Has data and evidence been used in order to inform the proposal? Please place an X in the relevant box.		What data or other evidence has been used to inform the development of the proposal? What have been the key findings of this data and evidence? Has this data and evidence helped to inform the proposal?	How has the data and evidence helped to inform the proposal? If the data and evidence did not support the proposal, why was this? Have there been any gaps identified? If so, what steps will be taken to cover the identified gaps?
	Yes	No		
Data and evidence used in order to inform the proposal.	X		<ul style="list-style-type: none"> o Population needs assessment o Local authority well-being assessment o Homelessness statistics and other housing data such as waiting lists. o Welsh Index of Multiple Deprivation o Feedback from service users o Regional Violence against Women, Domestic Abuse and Sexual Violence needs assessments o Any relevant research/national publication o Outcomes data o Needs data from providers, gateway panels o Unmet needs data over the last 12 months from providers, homelessness reviews 	<p>The HSP strategy aims to meet the needs of the population with regard to Housing and associated support. We can do this by increasing general needs stock, with a big proportion of new sites featuring single bed accommodation to meet the local need and the supported accommodation need to ensure those who are currently housed within B&B accommodation are able to leave into appropriate accommodation to meet their needs.</p> <p>Some of those currently accommodated in temporary accommodation clearly require a level of supported accommodation as well as rapid rehousing with peripatetic support.</p>

Sources of evidence to support the above:

7. Biodiversity and resilience of Ecosystems

How does your proposal impact on Biodiversity and therefore the resilience of Ecosystems?

Under Section 6 of the Environment (Wales) Act 2016 we must seek to maintain and enhance Biodiversity within the proper exercise of our functions. In doing so, we must also seek to promote the resilience of Ecosystems.

Biodiversity and resilience of Ecosystems	What is the expected impact on Biodiversity? Please place an X in the relevant box.				Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to the maintenance and enhancement of Biodiversity? How do you know when this has been achieved?
	Maintained	Enhanced	Reduced	Neutral		
To maintain and enhance Biodiversity (and therefore promote the resilience of Ecosystems).				X	All developments are completed in the context of relevant ecology and biodiversity studies and reports, they seek to enhance existing areas where possible, through developing greener homes and supporting WG's decarbonisation agenda.	Housing and all partners consider environmental sustainability in all new build schemes it provides /delivers in partnership with RSLs and Private partners.

Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):

8. Summary

As a result of completing this IIA, please identify below;

- The number of positive, negative or neutral scores for the Council's Well-being objectives, the sustainable development principles, protected characteristics including Welsh Language and Socio-economic disadvantage.
- If consultation and/or engagement has been undertaken, is due to take place or is not required.
- If data and evidence has been used in order to inform the proposal.
- If the proposal maintains, enhances or reduces the resilience of ecosystems.

The table below should then be included in the related Council/Cabinet report.

	Positive Impacts	Negative Impacts	Neutral/Not Applicable
1. Merthyr Tydfil Well-being Objectives	4 of 4	0 of 4	0 of 4
2. Sustainable Development Principles - How have you considered the five ways of working? <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement 	5 of 5	0 of 5	0 of 5
3. Protected Characteristics (including Welsh Language)	4 of 10	0 of 10	6 of 10
4. Socio-economic Disadvantage	5 of 6	0 of 6	1 of 6
5. Consultation and Engagement	Undertaken	Due to be Undertaken	Not Required
	1 of 1	0 of 1	0 of 1
6. Data and Evidence to inform the proposal	Yes		No
	1 of 1		0 of 1
7. Biodiversity and the resilience of Ecosystems	Maintained	Enhanced	Reduced
	0 of 1	0 of 1	0 of 1
			Neutral/Not Applicable
			1 of 1

Summary

The main positive impacts are:

Statutory, third and private sector partners' work effectively together to make sure that people in Merthyr Tydfil have access to suitable housing and can stay within their local communities. The right support is available within local communities, to prevent those at risk of becoming homeless from losing their homes. We strive to secure appropriate accommodation as swiftly as possible for those that have become homeless, along with the right kind of personalised support, helping them to a secure future and optimising their wellbeing. Merthyr Tydfil is a place where homelessness is prevented or rare, brief and unrepeatable.

The main negative impacts are:

N/A

9. Actions

Based on the summary of your positive and negative impacts identified in the Summary section above, will you need to make changes to your proposal to better contribute to positive impacts and/or mitigate any negative impacts?

Please identify any further actions you will need to undertake to better inform this proposal e.g. whether further consultation is required or more data and evidence is required to better inform the proposal.

What are you going to do?	Estimated completion date	Who will be responsible?	Timelines/Milestones e.g. 6 months/over a year, etc.	Progress

10. Version Control

The IIA should be used at the earliest stages of the development of the proposal and decision making process, and then honed and refined throughout to strengthen and shape the proposal. This section will act as an audit trail to evidence how the IIA has been developed over time.

Please use the table below to keep a record of this process so that we can demonstrate how we have delivered the sustainable development principles.

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

11. Monitoring and Review

The implementation and the impact of the proposal should be monitored and reviewed throughout the development of the proposal.

Please identify how the proposal will be monitored and reviewed as it progresses, including the implementation of any amendments identified.

How will the implementation and the impact of the proposal and any amendments be monitored?	We will be monitoring, steering and reviewing progress against the HSP strategy through the Merthyr Tydfil HSG Planning Group and the Strategic Housing Partnership (SHP). Delivery against the strategy will be a standing agenda item at these meetings every quarter.
When will the proposal be reviewed? How frequently will this take place?	These groups both convene on a quarterly basis. A formal review of progress and an evaluation of impact will take place every two years as a minimum but may be reviewed more frequently should it be deemed necessary.
Who is responsible for monitoring and reviewing the proposal?	The chair of the SHP is ultimately accountable for delivery of the strategy and responsibility for delivery is delegated to the HSP Lead Officer.

12. IIA Approval

IIA Approved by:	Chris Long	Job Title:	Head of Housing and Regeneration	IIA Approval date:	15 th March 2022
-------------------------	------------	-------------------	----------------------------------	---------------------------	-----------------------------