

# Appendix C

## Cyngor Sir Powys County Council

### Impact Assessment (IA)

*The integrated approach to support effective decision making*



This **Impact Assessment (IA)** toolkit incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management supporting effective decision making and ensuring compliance with respective legislation. **Please read the accompanying guidance before completing the form.**

<b>Service Area</b>	Housing	<b>Head of Service</b>	Simon Inkson	<b>Strategic Director</b>	Paul Griffiths	<b>Portfolio Holder</b>	Rosemarie Harris
<b>Policy / Change Objective / Budget Saving</b>	Anti-Social Behaviour Policy						
<b>Outline Summary</b>							
This ASB policy looks to update the current ASB policy which was last reviewed in 2005. It aims to ensure tenants, residents and staff are aware of what constitutes anti-social behaviour, how a complaint can be made and what action can be expected from all parties involved.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Kelly Jones	Housing Policy and Strategy Officer	8/11/16
2	Kelly Jones	Housing Policy and Strategy Officer	13/12/16

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> <small>(after mitigation)</small> Please select from drop down box below	Source of Outline Evidence to support judgement
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<b>Council Priority</b>	<b>How does the policy / change objective impact on this priority?</b>	<b><u>Inherent Judgement</u></b> Please select from drop down box below	<b>What will be done to better contribute to positive or mitigate any negative impacts?</b>	<b><u>Residual Judgement</u></b> <small>(after mitigation)</small> Please select from drop down box below	<b>Source of Outline Evidence to support judgement</b>
<b>Services delivered for less</b>	There is a stronger emphasis in this policy on the importance and benefit of working together with other partner agencies in providing support to both the complainant and perpetrator to ensure a satisfactory outcome. The sharing of information with partners such as Dyfed Powys ASB Services, police, fire service etc. where appropriate can also work to ensure early intervention and put in measures to prevent the issue from escalating.	Good	No impact	Choose an item.	Regular attendance of the Housing Service at Multi-Agency Problem Solving Groups, establishment of Fire Safety Working Group which includes Senior Officers, Team Leaders, Fire Officers and Housing Staff.
<b>Supporting people in the community</b>	The aim of the policy is to ensure tenants and residents live safely and securely in their own homes and communities. Clarifying how anti-social behaviour will be dealt with, increases the chance of developing sustainable communities and ensuring a better quality of life.	Good	Robust procedures need to be developed to run alongside the policy to ensure staff know how to implement the policy. In addition a separate policy on Hate Crime and Domestic Abuse needs to be developed as previously these were included as part of the ASB policy.	Good	Feedback from staff.
<b>Developing the economy</b>	No impact	Choose an item.		Choose an item.	
<b>Learning</b>	No impact	Choose an item.		Choose an item.	

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3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> <small>(after mitigation)</small> Please select from drop down box below	Source of Outline Evidence to support judgement
<p><b>A prosperous Wales:</b>                      An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	No impact	Choose an item.		Choose an item.	
<p><b>A resilient Wales:</b>                      A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	No impact	Choose an item.		Choose an item.	

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<p><b>A healthier Wales:</b>  A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>The aim of the policy is to ensure tenants and residents live safely and securely in their own homes and communities. Clarifying how anti-social behaviour will be dealt with, increases the chance of ensuring a better quality of life both mentally and physically. The policy stresses the importance of not underestimating how a person’s behaviour can affect another and acknowledges that different people can become distressed and alarmed by different activity. This is important to bear in mind for those who may already suffer with mental health. . It helps to raise awareness of those that may be easier targets for ASB such as those who have a disability and as a result there is an emphasis on early intervention and getting the right support for both complainant and perpetrator.</p>	<p>Good</p>	<p>Robust procedures need to be developed to run alongside the policy to ensure staff know how to implement the policy. In addition a separate policy on Hate Crime and Domestic Abuse needs to be developed as previously these were included as part of the ASB policy. It is also important to get the right measures in place to evidence the positive or negative impact our policy and procedures are having. We acknowledge there are some gaps in our equality data especially with regards to disability and wherever possible the Housing IT system must be updated so we can be sure everyone is being treated equitably.</p>	<p>Good</p>	<p>Out of a total of 5218 current tenants, 95 of the primary tenants are recorded as having an impairment, 15 of which is a mental impairment. Gaps in the reporting of those with a disability in Powys has been noted.</p>
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<p><b>A Wales of cohesive communities:</b>          Attractive, viable, safe and well-connected Communities.</p>	<p>The aim of the policy is to ensure tenants and residents live safely and securely in their own homes and communities. Clarifying how anti-social behaviour will be dealt with, increases the chance of developing sustainable communities and ensuring a better quality of life. The policy also encourages the Housing service to work with a range of partners, including tenant groups, to develop initiatives that divert young people from acting anti-socially and establish projects that reward young people for positive behaviour in their communities and address inter-generational conflict all of which support a more cohesive community.</p>	<p>Good</p>	<p>It is important to get the right measures in place to evidence the positive or negative impact our policy and procedures are having. A more joined up approach with other agencies such as Housing Associations should be encouraged where each organisation has stock in the same area. Closer working in house between the Housing Management and Options Officers and the Engagement team to get a clearer picture of what each can do for the other to promote a cohesive community.</p>	<p>Good</p>	<p>Positive feedback re joint working project with Newydd Housing Association and Probation re estate clean up project.</p> <p>Success of Gurnos Play Pod the ownership of which has been passed to Gurnos Tenants and Residents Association.</p> <p>Tenant Satisfaction Survey</p>
<p><b>A globally responsible Wales:</b>          A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>No impact</p>	<p>Choose an item.</p>		<p>Choose an item.</p>	
<p><b>A Wales of vibrant culture and thriving Welsh language:</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>					
<p><i>Opportunities for persons to use the Welsh language</i></p>	<p>No impact</p>	<p>Choose an item.</p>		<p>Choose an item.</p>	
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	<p>No impact</p>	<p>Choose an item.</p>		<p>Choose an item.</p>	

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<i>Opportunities to promote the Welsh language</i>	No impact	Choose an item.		Choose an item.	
<i>Welsh Language impact on staff</i>	No impact	Choose an item.		Choose an item.	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Choose an item.		Choose an item.	
<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).					
<i>Age</i>	The policy includes an equalities section, which aims to ensure all tenants are treated equitably	Neutral	The Housing service needs to capture better quantitative data regarding the 9 protected characteristics to reduce the number of unknowns and improve on the reporting aspect of these characteristics. In turn the right measures need to be put in place so we can better evidence the impact of the policy.	Good	The Housing Service have recorded the age of 75% of the 6842 people recorded to live in Council Housing. Many people, especially people that are not named on a tenancy are not recorded. This includes most children. Current primary tenants as at Oct 2016 0-17: 0.1% 18 – 34: 14.6% 35 – 64: 46.8% 65+:38.4%
<i>Disability</i>	The policy includes an equalities section, which aims to ensure all tenants are treated equitably	Neutral	As above	Good	Census 2011 figures show that “a larger proportion Council tenants indicate their day to day activities are limited a little or a lot, compared with all tenures”. 31% Council tenants and 21% all tenures.

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<i>Gender reassignment</i>	The policy includes an equalities section, which aims to ensure all tenants are treated equitably	Neutral	As above	Good	The Housing Service does not record gender reassignment of its tenants.
<i>Marriage or civil partnership</i>	The policy includes an equalities section, which aims to ensure all tenants are treated equitably	Neutral	As above	Good	The Housing Service has the ability to record whether someone is a partner. It does not specify whether they are married or in a civil partnership. Census 2011 figures show relatively more people are cohabiting in Council homes than across all tenures.

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<p><i>Race</i></p>	<p>The policy includes an equalities section, which aims to ensure all tenants are treated equitably</p>	<p>Neutral</p>	<p>As above</p>	<p>Good</p>	<p>According to census 2011 data 99.1% of Council tenants was white, compared with 99.0% for all tenures. As of Oct 2016, we only have data for 61.2% of our current tenants and of that percentage, 99.1% are white.          White: 99.1%          Asian / Asian British: 0.6%          Mixed / Multiple ethnic groups: 0.1%          Black, African, Caribbean, British: 0.1%</p>
<p><i>Religion or belief</i></p>	<p>The policy includes an equalities section, which aims to ensure all tenants are treated equitably</p>	<p>Neutral</p>	<p>As above</p>	<p>Good</p>	<p>As of Oct 2016 only 33.5% of religious belief is recorded against our current tenants. Of that 33.5 % the breakdown is as follows:          Christian: 52.4%          None: 42.6%          Buddhist: 0.4%          Hindu: 0.3%          Muslim: 0.3%          Jewish: 0.3%          Sikh: 0.3%          Other: 4.4%</p>



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<p>Sex</p>	<p>The policy includes an equalities section, which aims to ensure all tenants are treated equitably</p>	<p>Neutral</p>	<p>As above</p>	<p>Good</p>	<p>As of Oct 2016, 53.1% current female tenants, 46.9% current male tenants. There seem to be relatively more females in Council Housing, compared with all tenures</p>
<p>Sexual Orientation</p>	<p>The policy includes an equalities section, which aims to ensure all tenants are treated equitably</p>	<p>Neutral</p>	<p>As above</p>	<p>Good</p>	<p>As of Oct 2016, the Service has recorded sexual orientation against less than 10% of its tenants. Of those recorded 98.6% identify themselves as heterosexual or straight and 0.8% as gay or lesbian and bisexual.</p> <p>The Office for National Statistics states that 1.6% of the population in Wales identifies themselves as gay or lesbian and bisexual in 2015.</p>

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<i>Pregnancy and Maternity</i>	The policy includes an equalities section, which aims to ensure all tenants are treated equitably	Neutral	As above	Good	The Housing Service does not record pregnancy and maternity of its tenants. There is no data available on pregnancy and maternity in Council Housing in Powys.
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4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

<b>Principle</b>	<b>How does the policy / change objective impact on this principle?</b>	<b><u>Inherent Judgement</u></b> Please select from drop down box below	<b>What will be done to better contribute to positive or mitigate any negative impacts?</b>	<b><u>Residual Judgement (after mitigation)</u></b> Please select from drop down box below	<b>Source of Outline Evidence to support judgement</b>
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i>	One of the main aims of the policy is to ensure sustainable communities and provide tenants and residents with a home and community they feel safe and secure in and can remain in for the long term.	Good	Robust procedures need to be developed to run alongside the policy to ensure staff know how to implement the policy. In addition a separate policy on Hate Crime and Domestic Abuse needs to be developed as previously these were included as part of the ASB policy. It is also important to get the right measures in place to evidence the positive or negative impact our policy and procedures are having.	Good	Tenant Satisfaction Survey

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<b>Principle</b>	<b>How does the policy / change objective impact on this principle?</b>	<b><u>Inherent Judgement</u></b> Please select from drop down box below	<b>What will be done to better contribute to positive or mitigate any negative impacts?</b>	<b><u>Residual Judgement (after mitigation)</u></b> Please select from drop down box below	<b>Source of Outline Evidence to support judgement</b>
<p><b>Collaboration:</b> <i>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.</i></p>	<p>The policy encourages the housing service to work alongside a host of partner agencies to achieve its aims. Detail of agencies are listed in the policy</p>	<p>Very Good</p>	<p>Following the development of a common housing register partnership, the housing service is starting to look at other ways in which collaborative working may be of benefit. With regards to ASB, the sharing of information, consistent procedures and joint initiatives would help achieve further success in this area.</p>	<p>Good</p>	<p>Multi-agency Problem Solving Group. Joint working with Housing Association Partners re unacceptable behaviour exclusion panels.</p>
<p><b>Involvement (including Communication and Engagement):</b> <i>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</i></p>	<p>This policy has been discussed with the policies sub-group from the Tenants' Liaison Forum and a staff working group. A public consultation has taken place involving TLF members and Housing Services Group 100. Feedback has been given.</p>	<p>Very Good</p>	<p>We will learn from experience and use the feedback to improve future consultations.</p>	<p>Very Good</p>	<p>Consultation questionnaires Feedback to Tenant Liaison Forum</p>

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<p><b>Prevention:</b> <i>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</i></p>	<p>Early intervention and prevention is key to this ASB policy. At the start of each tenancy the Housing Management and Options Officers should go through the tenancy agreement making each tenant aware of their rights and responsibilities and the consequences of breaching these tenancy conditions. The Housing Service is also trying to ensure each tenant attends a tenant ready course which also highlights the responsibilities of being a good tenant but attendance to this course is poor. Due to high workload, Housing Management and Options Officers are also struggling to carry out estate visits on a regular basis which is key to the early intervention process. In conjunction with the Common Allocation Policy we aim to prevent ASB from occurring in the first place by making sensitive lettings and aiming to carry out new tenant home visits.</p>	<p>Good</p>	<p>A review of the Common Housing Register approach which includes the Tenant Ready project is due to take place mid-November. Additional HMOO Team Leader jobs are also currently being advertised which may alleviate some of the workload of HMOO's and allow them to spend the necessary time out on the estates, nipping issues in the bud.</p>	<p>Good</p>	<p>Feedback from CHR review</p>

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<p><b>Integration:</b> <i>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</i></p>	<p>The policy encourages the housing service to work alongside a host of partner agencies to achieve its aims. Detail of agencies are listed in the policy. Key to partnership working succeeding is communication, trust and openness.</p>	<p>Neutral</p>	<p>Sharing of information where appropriate is key to integration and in some areas this is better than others. Housing will be using the same IT system as social services in the New Year which will help with the sharing of information to ensure the best outcome for the client. Continued attendance at multi-agency problem solving groups is key. The introduction of the Renting Homes Act will bring in one standard tenancy used by local authorities, housing associations and the private rented sector which will also help with a joined up integrated approach to how matters of ASB and support should be dealt with.</p>	<p>Good</p>	
<p><b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>No impact</p>	<p>Choose an item.</p>		<p>Choose an item.</p>	

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<p><b>Safeguarding:</b>                      Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</p>	<p>Domestic abuse, child neglect, violence or the threat of violence etc. as well as being a criminal action are also included as ASB under this policy and will be dealt with accordingly, however, due to the specific nature and seriousness of these issues more in-depth training and specific policies need to be developed.</p>	<p>Neutral</p>	<p>A separate Domestic Abuse and Hate Crime policy are to be developed and all housing staff are to undertake the Level 1 training course on awareness raising on Violence against women, Domestic Abuse and Sexual Violence (VAWDASV). We also need to evaluate the referring process to Social Services and the follow up within SS. Raise staff awareness "Ask – Act".</p>	<p>Good</p>	<p>In 2015 the Powys Community Safety Partnership recorded 829 incidents of domestic abuse reported to police. We don't know how many of these incidents took place in Council Housing. In 2015/2016 there were 35 households homeless or threatened with homelessness that involved domestic abuse. 7 of those households have been housed in Council Housing.</p>
<p><b>Corporate Parenting:</b>                      Enabling our looked after children to fulfil their potential.</p>	<p>The policy aims to put the right support in place for all those affected by the ASB including the victims and perpetrators which may include looked after children and to work with agencies including social services.</p>	<p>Neutral</p>		<p>Choose an item.</p>	<p>On 31 March 2015 there were 136 looked after children in Powys, of which 116 in foster care. We don't know how many of those are housed in Council Housing.</p>

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<b>Impact on PCC Workforce</b>	Clarification of the policy will have a positive impact on the PCC workforce in particular that of housing staff as it provides clear, concise guidance based on up to date legislation.	Good	Robust procedures need to be developed to run alongside the policy to ensure staff know how to implement the policy and any necessary training identified must be put in place. In addition a separate policy on Hate Crime and Domestic Abuse needs to be developed as previously these were included as part of the ASB policy. It is also important to get the right measures in place to evidence the positive or negative impact our policy and procedures are having.	Very Good	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
N/A			
Judgement (to be included in service risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk

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			<b>X</b>
<b>Mitigating Actions</b>			<b>Residual Risk (after mitigation)</b>
			Choose an item.
			Choose an item.
			Choose an item.
<b>Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?</b>			
Hopefully it will lead to greater collaborative working between housing and other services such social services and environmental health.			

7. Overall Summary and Judgement of this Impact Assessment?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	
The impact of this policy is low with it being a review of a current policy that is already in place. Its aim is to ensure tenants and residents have a better quality of life and to promote sustainable communities. It clarifies what constitutes anti-social behaviour, how a complaint can be made and what action can be expected from all parties involved. It looks to promote greater partnership working both within the council and with other third partner agencies and helps achieve the well-being goals of a healthier Wales and a Wales with cohesive communities.		

8. Is there additional evidence to support the Impact Assessment (IA)?

<b>What additional evidence and data has informed the development of your proposal?</b>
Public consultation responses are limited in numbers and indicate that the policy is easy to understand. The consultation responses do not indicate anything is missing from the policy and have not highlighted any potential discrimination.

9. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
This policy will be reviewed by the Council every three years unless there are circumstances that require a review, for example a change in legislation or regulation. Where there has been a change in legislation which has an impact on the policy, the policy will be reviewed within 3 months of the legislation or regulation coming into effect. The mitigating actions will need to be put in place including the procedures and measures to ensure monitoring can take place.
<b>Please state when this Impact Assessment will be reviewed.</b>
The IA will be reviewed in line with the policy i.e. every 3 years unless there are circumstances that require a review, for example a change in legislation or regulation.

10. Sign Off

<b>Position</b>	<b>Name</b>	<b>Signature</b>	<b>Date</b>
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<b>Service Manager:</b>	David Roffey		
<b>Head of Service:</b>	Simon Inkson		
<b>Strategic Director:</b>	Paul Griffiths		
<b>Portfolio Holder:</b>	Rosemarie Harris		

**FORM ENDS**