

# 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.**

**Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

<b>Service Area</b>	Housing	<b>Head of Service</b>	Simon Inkson	<b>Strategic Director</b>	Nigel Brinn	<b>Portfolio Holder</b>	Cllr James Evans
<b>Proposal</b>	Fairview Local Lettings Policy						
<b>Outline Summary / Description of Proposal</b>							
This policy sets out the allocation process regarding the Fairview building in Llandrindod Wells which is being transformed to provide secure and fully accessible housing in the form of 12 separate one and two bedroom apartments for vulnerable individuals or those with physical or learning disabilities.							

### 1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£	£	£	£

### 2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public and Staff consultation required	February 2018	Yes

### 3. 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	7/3/18
2	Kelly Jones	Housing Policy and Strategy Officer	23/5/18

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### 4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
Due to the nature of the building and the eligibility criteria the policy has the potential to impact on a range of services. In putting the policy together, a working group was set up with representatives from each of the affected service areas.			
Powys Teaching Health Board/Adult Social Services/Occupational Therapists/Integrated Autism Service/Mental Health and Disabilities			
<b>Service Area informed:</b>	Yes	<b>Contact Officer liaised with:</b>	Elaine Denley – Senior Practitioner, Disabilities South Sarah Morgan – Support Worker, Integrated Autism Service Jackie Tyler – Occupational Therapist Rachel Evans – Health and Social Care Change Manager
Mitigation			

### 5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>The Economy</b> We will develop a vibrant economy	No impact	Choose an item.		Choose an item.

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><b>Health and Care</b>  <b>We will lead the way in effective, integrated rural health and care</b></p>	<p>The refurbishment of Fairview and the allocation of the units therein will help to meet the needs of a variety of social care and health care clients and is a significant resource for the Council and Health Authority.</p> <p>The design of Fairview will provide accommodation not currently available in the Llandrindod area.</p> <p>The property has been transformed to provide secure and fully accessible housing in the form of 12 separate one and two bedroom apartments. The bottom three flats are fully accessible and there is a lift to all floors.</p> <p>The policy extends to young adults (16 years and over) through to adults and older persons who are vulnerable and/or have a physical or learning disability.</p> <p>With both one and two bedroom units available, the property can accommodate both singles, couples and single persons with a dependent child.</p> <p>The policy focuses on what matters to the individual and looks to ensure that an allocation to one of the units will help maintain that persons health and well-being for as long as they need it.</p> <p>The policy has been put together with colleagues from health and social care and this joined up approach will continue with joint assessments being carried out</p>	<p>Very Good</p>		<p>Choose an item.</p>

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	where appropriate and joint decisions being made on allocations.			
<b>Learning and skills</b> <b>We will strengthen learning and skills</b>	Enabling vulnerable individuals to live in a secure and stable environment but with more independence may have the consequence of building their confidence and allow them to access learning environments or employment.	Neutral	The impact of this will only be known once the scheme is up and running.	Unknown
<b>Residents and Communities</b> <b>We will support our residents and communities</b>	<p>The refurbishment of Fairview and the allocation of the units therein will provide accommodation not currently available in the Llandrindod area.</p> <p>Allocations will only be made where they meet the needs to balance the community within Fairview.</p>	Good	If the scheme proves a success there will be a business case for building similar schemes in other area of Powys where there is a similar need.	Unknown

Source of Outline Evidence to support judgements
Business Case HSG 100 Consultation Responses

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<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.

<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 local lettings policy takes into consideration people’s physical, mental and emotional health and their ability to make choices. Through joint assessments, officers will be able to develop an understanding of people’s well-being, possible isolation, including their need to access support and services.</p> <p>Where a housing need is identified and where applicants have been identified as being vulnerable in some way they may be eligible to be considered for one of the apartments at Fairview. This will provide a safe and secure home for people who want to live independent and healthy lives within their community, but need a little bit more support to do so.</p>	<p>Good</p>		<p>Choose an item.</p>
<p><b>A Wales of cohesive communities:</b>  Attractive, viable, safe and well-connected Communities.</p>	<p>The refurbishment of Fairview and the allocation of the units therein will provide accommodation not currently available in the Llandrindod area.</p> <p>Allocations will only be made where they meet the needs to balance the community within Fairview.</p>	<p>Good</p>		<p>Choose an item.</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>				

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<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	No impact	Choose an item.		Choose an item.
<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 allows applicants from age 16 onwards to be eligible	Neutral		Choose an item.
<i>Disability</i>	Having a physical/learning disability or being vulnerable in some other way is one of the eligibility criteria. Vulnerability also covers mental health and hidden disabilities such as autism.	Very Good		Choose an item.
<i>Gender reassignment</i>	No impact	Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>	No impact	Choose an item.		Choose an item.
<i>Race</i>	No impact	Choose an item.		Choose an item.
<i>Religion or belief</i>	No impact	Choose an item.		Choose an item.
<i>Sex</i>	No impact	Choose an item.		Choose an item.
<i>Sexual Orientation</i>	No impact	Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>	Fairview has provision for 2 bed apartments so allows for singles or couples with a dependent child.	Neutral		Choose an item.

Source of Outline Evidence to support judgements
Stats re current fully accessible stock in Powys. Equality stats re disability

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Sustainable Development Principle (5 ways of working)</b>				
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Introductory and secure tenancies will be given to tenancies to allow long-term safe and secure accommodation.	Choose an item.		Choose an item.
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	The policy has been put together with colleagues from health and social care and this joined up approach will continue with joint assessments being carried out where appropriate and joint decisions being made on allocations.	Choose an item.		Choose an item.
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	A working group was put together to write the policy consisting of staff from housing, health and social care. Further consultation was had with the Housing Group 100 and Tenants Liaison Forum	Good	We will learn from experience and use the feedback to improve future consultations.	Good
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	A key part of the policy is understanding the applicant's full story and finding a way forward which may involve pulling in other agencies and completing joint assessments. By allocating an applicant secure accommodation and making sure the right support is in place this may have the consequence of preventing problems from occurring or getting worse.	Good		Choose an item.



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Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</p>	<p>The policy has been put together with colleagues from health and social care and this joined up approach will continue with joint assessments being carried out where appropriate and joint decisions being made on allocations.</p> <p>Key to partnership working succeeding is communication, collaboration and openness.</p>	Good		Choose an item.
<p><b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>As part of the housing options approach, a full understanding of the issues facing the applicant needs to be gained and this may involve pulling in other support agencies and support to ensure that the different types of poverty are met.</p>	Neutral		Choose an item.
<p><b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account</p>	No impact	Choose an item.		Choose an item.
<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>The allocation policy allows allocations to be made to young adults (16+) and those who are deemed vulnerable so provides an extra resource re safeguarding</p>	Good		Choose an item.
<p><b>Impact on Powys County Council Workforce</b></p>	No impact	Choose an item.		Choose an item.
<p><b>Source of Outline Evidence to support judgements</b></p>				

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Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p style="text-align: center;">Consultation responses</p> <p style="text-align: center;">Code of Guidance for Local Authorities on Allocation of Accommodation and Homelessness</p> <p>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% compared to 21%.  <a href="https://stats.wales.gov.wales/Catalogue/Health-and-Social-Care/Social-Services/Disability-Registers">https://stats.wales.gov.wales/Catalogue/Health-and-Social-Care/Social-Services/Disability-Registers</a></p> <p>We are currently in the process of gathering the equality statistics on applicants currently registered on the waiting list but are aware that the recording of this information needs to be improved.</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> <p>As of July 2017, a total of 877 people in Powys were known to have autism in Powys. This is split by 523 adults and 354 children.</p>				

### 8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
<p style="text-align: center; font-size: 2em; opacity: 0.2;">DRAFT</p>		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			x

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
This policy sets out the allocation process regarding the Fairview building in Llandrindod Wells which is being transformed to provide secure and fully accessible housing in the form of 12 separate one and two bedroom apartments for vulnerable individuals or those with physical or learning disabilities.	

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

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

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Fairview Business Case

### 14. On-going monitoring arrangements?

#### What arrangements will be put in place to monitor the impact over time?

This policy will be reviewed by the Council every year 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.

#### Please state when this Impact Assessment will be reviewed.

The IA will be reviewed in line with the policy i.e. annually unless there are circumstances that require a review, for example a change in legislation or regulation.

### 15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Kelly Jones		
Head of Service:	Simon Inkson		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr James Evans		

### 16. Governance

Decision to be made by	Choose an item.	Date required
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# FORM ENDS