

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



**Please read the accompanying guidance before completing the form.**

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **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>Director</b>	Nigel Brinn	<b>Portfolio Holder</b>	Cllr James Evans
<b>Proposal</b>	Common Allocations Scheme Policy Statement						
<b>Outline Summary / Description of Proposal</b>							
Following the publication in July 2018 of the CHR Review undertaken by Imogen Blood Associates on behalf of the Powys Strategic Housing Partnership (SHP), the existing Common Allocation Scheme Policy and Procedure has been combined into one easy read document for both the public and staff alike. Whilst there has been no major changes made to the policy, the opportunity has been taken to make minor amendments, intended to give clarification and transparency of the allocation process from start to finish.							

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

Version	Author	Job Title	Date
V1	Kelly Jones	Housing Policy and Strategy Officer	13/11/18
V2	Kelly Jones	Housing Policy and Strategy Officer	19/11/18

2. Profile of savings delivery (if applicable)

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

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation

<p>Staff consultation required</p>	<p>Under s.168(3) of the Housing Act 1996, when an alteration is made to a scheme reflecting a major change of policy, an authority must ensure that those likely to be affected by the change are notified of it within a reasonable period, and explain, in general terms, the effect of the change. When consulting on an allocation scheme the Welsh Government usually allows a minimum of 12 weeks for the consultation period. However, due to there only being minor changes to the policy and due to the limited time frame (CAS policy to be submitted to Scrutiny Committee in December 2018 and Cabinet January 2019) the decision has been made to consult with the following for a reduced amount of time:</p> <ul style="list-style-type: none"><li>• Tenant Services Monitors</li><li>• Powys County Councillors</li><li>• Head of Social Services</li><li>• Head of Economic Development</li><li>• Housing Services Colleagues</li><li>• Strategic Housing Partnership</li></ul>
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### 4. Impact on Other Service Areas

**Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)  
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

Occupational Therapy Service: One minor change is the introduction of each property being designated an Accessibility Level ranging from 1 (fully wheelchair accessible) to 5 (general needs). The aim is to be able to match the accessibility levels of each household with the design of each property. To ensure a suitable match, before an allocation is made an OT assessment will need to be in place. Whilst the decision to introduce Accessibility Levels was done in consultation with the OT department and whilst they are able to accept new referrals, they do not have the capacity to assess the backlog of applicants already on the register. In light of this plans are being put in place to introduce a phased approach and prioritise those existing applicants who are most in need, to have an OT assessment carried out.

Economic Development Service: Another change is the introduction of Key workers, as defined in the policy, into priority Band 2 of the CAS. For Key Worker status to be granted, there must be evidence of serious recruitment and retention matters, arising from a lack of suitable and accessible accommodation, that are adversely affecting the provision of public services or economic activity and prosperity in Powys. The decision regarding what profession or trade will be considered as Key Workers is taken each year by the Council, using information provided by locally operating employers and the Council's Economic Development team. Such status only lasts for a year but can be renewed if the evidence justifies renewal.

It will be up to the Council's Economic Development Team to assess, evidence and publish what is classed as a "key worker" on the Council's public website.

### 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

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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>The Economy</b>  <b>We will develop a vibrant economy</b></p>	<p>The priority given to key workers will address the skills shortages identified and have a positive effect on economic activity and prosperity in Powys.</p> <p>The introduction of a Financial Well Being Assessment for each new tenant will also aim to ensure that tenancies are sustainable and help to identify support where needed. It will also identify those wishing to seek employment and links have been made with the Regeneration Service and the employability projects currently in place which aim to get the people of Powys back into work.</p>	<p>Good</p>	<p>To ensure that the allocation of social accommodation is not abused by those with key worker status, a clause has been inserted into the policy that an applicant's income, to qualify for key worker status, will need to be below an "income to property value" ratio of '1 to 3.5'. Also the decision regarding what profession or trade will be considered as Key Workers will be reviewed each year.</p>	<p>Good</p>

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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 policy helps to focus on a person’s well-being by ensuring that they are housed in the right property. Introducing Accessibility Levels in the matching process, aims to ensure a person’s accessibility level is met by the property they are allocated ensuring that they are safe and able to maintain their independence as much as possible.</p> <p>Again the priority given to key workers will help fill the gap left by skill shortages in the area and help to attract those workers who are needed such as nurses, carers etc.</p> <p>The policy addresses the subject of safeguarding and helping vulnerable applicants by giving Band 1 priority to those households identified as being at risk and giving priority in certain cases to foster carers.</p> <p>The introduction of the Resettlement Passport modules referenced in the policy aim to ensure the basic needs of a tenant such as basic life skills and money management are addressed. Housing are currently working with the Youth Service and other support agencies, in rolling this venture out across Powys so wherever possible targeting the younger population of Powys.</p>	<p>Good</p>	<p>As highlighted above whilst the decision to introduce Accessibility Levels was done in consultation with the OT department and whilst they are able to accept new referrals, they do not have the capacity to assess the backlog of applicants already on the register. In light of this plans are being put in place to introduce a phased approach and prioritise those existing applicants who are most in need, to have an OT assessment carried out.</p> <p>Regarding key worker status, it will be up to the Councils Economic Development Team to assess, evidence and publish what is classed as a “key worker” on the Councils’ public website and for this to be annually reviewed.</p>	<p>Good</p>

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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>Learning and skills</b>  <b>We will strengthen learning and skills</b></p>	<p>The introduction of the Resettlement Passport modules referenced in the policy aim to ensure the basic needs of a tenant such as life skills, cooking, shopping and money management are addressed. Housing are currently working with the Youth Service and other support agencies, in rolling this venture out across Powys. On completion of all 10 modules a certificate is awarded which may help towards accessing housing, further education or employment.</p> <p>The introduction of a Financial Well Being Assessment for each new tenant will also identify those wishing to gain new skills, retrain and seek employment. Links have been made with the Regeneration Service and the employability projects currently in place which aim to get the people of Powys back into work.</p>	<p>Good</p>		<p>Good</p>

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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>Residents and Communities</b>  <b>We will support our residents and communities</b></p>	<p>The Powys Common Allocations Scheme is consistent with all relevant Powys County Council strategic plans, in particular the 'Powys Housing Strategy', 'Vision 2025' and 'Love Where You Live'.</p> <p>All members of the partnership believe that communities can thrive and prosper if individuals, families and groups are treated fairly, with respect, and given access to rights and services. That is why 'Homes in Powys' offers people advice and help to find the right home for them.</p> <p>Regarding the area of choice where an applicant would like to live we are also able to record an applicant's wish to live in areas of Powys where neither PCC nor its partners have existing stock which will aid future affordable housing development.</p> <p>In conjunction with this PCC are now member of Tai Teg, an affordable housing register which enables applicants to express an interest in all types of affordable housing including intermediate rent, shared ownership and self-builds.</p> <p>The local connection clause has also been widened to include those who have volunteered in an area for 12 months which acknowledges and rewards the positive impact that volunteers have.</p>	<p>Neutral</p>	<p>By recording the reason why a property is refused by an applicant after allocation, we are hoping this will help inform our Love where you live strategy so we can identify if there are certain areas of Powys or types of accommodation which are not so sought after and help to address the reasons why.</p>	<p>Good</p>

**Source of Outline Evidence to support judgements**

Homeless Review  
 Review of the Powys CHR and allocation system by Imogen Blood Associates  
 Powys Local Housing Market assessment

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

<b>Well-being Goal</b>	<b>How does proposal contribute to this goal?</b>	<b>IMPACT</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>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>	<p>The priority given to key workers will address the skills shortages identified and have a positive effect on economic activity and prosperity in Powys.</p> <p>The introduction of a Financial Well Being Assessment for each new tenant will also aim to ensure that tenancies are sustainable and help to identify support where needed. It will also identify those wishing to seek employment and links have been made with the Regeneration Service and the employability projects currently in place which aim to get the people of Powys back into work.</p> <p>The local connection clause has also been widened to include those who have volunteered in an area for 12 months which acknowledges and rewards the positive impact that volunteers have and helps us move towards a prosperous Powys/Wales.</p>	<p>Good</p>	<p>To ensure that the allocation of social accommodation is not abused by those with key worker status, a clause has been inserted into the policy that an applicant’s income, to qualify for key worker status, will need to be below an “income to property value” ratio of ‘1 to 3.5’. Also the decision regarding what profession or trade will be considered as Key Workers will be reviewed each year.</p>	<p>Good</p>
<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>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>



<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><b>Public Health (Wales) Act, 2017:</b>  Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>The policy helps to focus on a person’s well-being by ensuring that they are housed in the right property. Introducing Accessibility Levels in the matching process, aims to ensure a person’s accessibility level is met by the property they are allocated ensuring that they are safe and able to maintain their independence as much as possible.</p> <p>Again the priority given to key workers will help fill the gap left by skill shortages in the area and help to attract those workers who may be needed such as nurses, carers, mental health workers etc.</p> <p>The policy addresses the subject of safeguarding and helping vulnerable applicants by giving Band 1 priority to those households identified as being at risk and giving priority in certain cases to foster carers.</p> <p>The introduction of the Resettlement Passport modules referenced in the policy aim to ensure the basic needs of a tenant such as basic life skills and money management are addressed. Housing are currently working with the Youth Service and other support agencies, in rolling this venture out across Powys so wherever possible targeting the younger population of Powys.</p> <p>Priority within Band 1 has also been given to those participating in the Housing First model as referenced in the Homeless Strategy. The programme is designed specifically to help people who have extremely</p>	<p>Good</p>	<p>To ensure that the allocation of social accommodation is not abused by those with key worker status, a clause has been inserted into the policy that an applicant’s income, to qualify for key worker status, will need to be below an “income to property value” ratio of ‘1 to 3.5’. Also the decision regarding what profession or trade will be considered as Key Workers will be reviewed each year.</p> <p>As highlighted above whilst the decision to introduce Accessibility Levels was done in consultation with the OT department and whilst they are able to accept new referrals, they do not have the capacity to assess the backlog of applicants already on the register. In light of this plans are being put in place to introduce a phased approach and prioritise those existing applicants who are most in need, to have an OT assessment carried out.</p>	<p>Good</p>
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	<p>complex and challenging housing needs. It is targeted at those whose ability to live independently in a home of their own is not possible because they face specified challenges. The Housing First model is expected to help create an environment where the homeless person can work to improve their health and wellbeing.</p>			
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<p><b>A Wales of cohesive communities:</b>          Attractive, viable, safe and well-connected Communities.</p>	<p>The Powys Common Allocations Scheme is consistent with all relevant Powys County Council strategic plans, in particular the 'Powys Housing Strategy', 'Vision 2025' and 'Love Where You Live'.          All members of the partnership believe that communities can thrive and prosper if individuals, families and groups are treated fairly, with respect, and given access to rights and services. That is why 'Homes in Powys' offers people advice and help to find the right home for them.</p> <p>Regarding the area of choice where an applicant would like to live we are also able to record an applicant's wish to live in areas of Powys where neither PCC nor its partners have existing stock which will aid future affordable housing development.</p> <p>The local connection clause has also been widened to include those who have volunteered in an area for 12 months which acknowledges and rewards the positive impact that volunteers have within a community and as a result helps us move towards a more cohesive community.</p>	<p>Good</p>	<p>By recording the reason why a property is refused by an applicant after allocation, we are hoping this will help inform our Love where you live strategy so we can identify if there are certain areas of Powys or types of accommodation which are not so sought after and help to address the reasons why.</p>	<p>Good</p>
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<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><b>Human Rights - is about being proactive (see guidance)</b></p> <p><b>UN Convention on the Rights of the Child:</b>  The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</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><b>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</b></p>	<p>The new Housing Options Wizard as referenced in the policy will be available in Welsh. This will enable Welsh speakers to present their situation in Welsh and get written responses via the interactive module in Welsh.</p>	<p>Good</p>	<p>The wizard is an enhancement to the service provided and increases the opportunity of Welsh Speakers to be dealt with in Welsh and get their housing plans in Welsh.</p>	<p>Good</p>
<p><b>Opportunities to promote the Welsh language</b></p>	<p>The Housing Options Wizard and on-line registration process will be available in Welsh - this is not currently available.</p>	<p>Good</p>	<p>The wizard will promote the use of Welsh. For those who are homeless, the response provided in the form of a housing plan will be in Welsh - a service we currently can't provide.</p>	<p>Good</p>
<p><b>Welsh Language impact on staff</b></p>	<p>Responses received via the wizard and on-line registration process in Welsh can be dealt with by Welsh speaking staff in the Housing Service and therefore there will be an increased opportunity for Welsh speaking staff to use Welsh .</p>	<p>Good</p>	<p>The availability and opportunity for the public to submit details interactively to the service in Welsh will enhance the opportunity of Welsh speaking staff to interact in Welsh.</p>	<p>Good</p>

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<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral	To investigate if people moving into a home, can receive a free voucher to a leisure centre.	Unknown
<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>	<p>The provision of housing options via Welsh may benefit older people who are more comfortable speaking in Welsh.</p> <p>The new IT system is web based which may increase access to younger people. As the new system is web based this may limit accessibility to some who prefer face to face or telephone contact.</p> <p>Whilst the introduction of Accessibility Levels will help to match those applicants with mobility issues, it may have an effect on the make-up of current sheltered schemes as an allocation based on accessibility may result in an allocation of a bungalow being made to a person under 60 years of age.</p>	Good	<p>The Housing Service will still be contactable by phone and face to face and can assist access to the module and assist in completing the online forms. Accessibility to the system is also improved as any of the partner agencies can help an applicant to complete the necessary forms on-line.</p> <p>Each partner landlord has its own approach to how it lets accommodation designed and managed with an eye to the needs of older people. However, in all cases offers of homes in schemes or developments aimed primarily at older people, for example sheltered schemes, will try to respect the make-up of these communities wherever possible.</p> <p>The age bands of those allocated an “older person” property will need to be monitored once policy is in place.</p>	Good

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<b>Disability</b>	<p>The policy helps to focus on a person's well-being by ensuring that they are housed in the right property. Introducing Accessibility Levels in the matching process, aims to ensure a person's accessibility level is met by the property they are allocated ensuring that they are safe and able to maintain their independence as much as possible.</p> <p>Access to the Housing Options Wizard is now available on-line as is the application process thus increasing the accessibility of the Housing Service to those who may not have been able or comfortable with speaking over the telephone or face to face.</p> <p>Regarding the property size an applicant is allowed, it may be argued that we are being unfair to those who are in receipt of benefits yet are unable to seek employment due to disability. Due to the level of benefits it could be the case that the household would be able to afford and extra bedroom yet are still not allowed the extra bedroom.</p>	Good	In mitigation to the bedroom size criteria there may be times where there is a hard to let property in which case the size and property criteria may be relaxed.	Good
<b>Gender reassignment</b>	No impact	Neutral		Neutral
<b>Marriage or civil partnership</b>	No impact	Neutral		Neutral
<b>Race</b>	Gypsies and Travellers from their very name suggests that they may not tend to stay in one place for a length of time and it may be suggested that the local connection criteria of being in an area for the last 12 months or a previous connection of 3 consecutive years goes against them. The policy also states that the accommodation needs to be legally defined as residential accommodation and a place they can live in all year round.	Poor	The local connection clause re last 12 months and previous connection of 3 years is not a new change to the policy and has been in place for a number of years with no adverse impact. There is also a separate Gypsy and Traveller Allocation Policy in place which places greater emphasis on family connection in order to qualify under the local connection criteria.	Neutral
<b>Religion or belief</b>	No impact	Neutral		Neutral
<b>Sex</b>	No impact	Neutral		Neutral
<b>Sexual Orientation</b>	No impact	Neutral		Neutral
<b>Pregnancy and Maternity</b>	No impact	Neutral		Neutral

**Source of Outline Evidence to support judgements**

CHR statistics show that there is almost an exact correlation between the percentages of those on the waiting list and lettings regarding gender, age bands and household type.  
 Homeless Review  
 Review of the Powys CHR and allocation system by Imogen Blood Associates  
 Powys LHMA

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

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
<b>Sustainable Development Principle (5 ways of working)</b>				

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>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</p>	<p>In order to create a sustainable tenancy and in conjunction with the Governments direction, the policy states that those in receipt of partial or full housing benefit or the housing element of Universal Credit may only apply for properties in line with the DWP property size criteria. In turn those who are in employment and are able to afford it have the option to apply for one bedroom above what the DWP criteria says they need. This provides the incentive to encourage people back into work wherever possible, improve their skills.</p> <p>In conjunction with this the decision has also been made to place those who are not ready to move, in the lowest band. Again the aim is that this will provide an incentive for them to become “tenant ready” whether that be through repayment of arrears or participation of the Resettlement Passport modules etc. Again this will look to send a positive message to the communities and applicants; not housing those who will fail or who abuse the system.</p> <p>Regarding the area of choice where an applicant would like to live we are also able to record an applicant’s wish to live in areas of Powys where neither PCC nor its partners have existing stock which will aid future affordable housing development.</p> <p>In conjunction with this PCC are now member of Tai Teg, an affordable housing register which enables applicants to express an interest in all types of</p>	<p>Good</p>	<p>It may be argued that we are being unfair to those who are in receipt of benefits yet are unable to seek employment due to disability. Due to the level of benefits it could be the case that the household would be able to afford and extra bedroom. In mitigation to this there may be times where there is a hard to let property in which case the size and property criteria may be relaxed.</p>	<p>Good</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
	affordable housing including intermediate rent, shared ownership and self-builds.  By recording the reason why, a property may be refused we are hoping this will help inform our Love where you live strategy so we can identify if there are certain areas of Powys which are not so sought after and help to address the reasons why.			

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>Collaboration:</b> <i>Working with others in a collaborative way to find shared sustainable solutions.</i></p>	<p>The Powys Common Allocations Scheme is consistent with all relevant Powys County Council strategic plans, in particular the 'Powys Housing Strategy', 'Vision 2025' and 'Love Where You Live'.</p> <p>All members of the partnership believe that communities can thrive and prosper if individuals, families and groups are treated fairly, with respect, and given access to rights and services. That is why 'Homes in Powys' offers people advice and help to find the right home for them.</p> <p>By combining the policy and procedure into one easy read document it is hoped that this will offer clarification and transparency to the allocation process. Whilst wherever possible the policy has been amended to align all the partners' values and priorities any nuances between partners have been detailed in an Appendix to the policy to help inform the user in a clear and concise way.</p> <p>As detailed above, the policy has encouraged the Housing Service to work more collaboratively with OT's, Regeneration and support agencies.</p> <p>The allocation policy is closely aligned with the Homeless Strategy of which a key priority is to in partnership with key agencies explore how a multi-agency case management approach can evolve to meet the needs of households who revolve around the homeless system and place demands on a variety of services</p>	<p>Good</p>		<p>Choose an item.</p>

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<b>Involvement (including Communication and Engagement):</b> <i>Involving a diversity of the population in the decisions that affect them.</i>	The policy has been developed in accordance with the findings of the review by Imogen Blood Associates which in itself consulted both the public, PCC staff and other service users.	Good	Time constraints in rolling the new policy out may have an adverse impact due to a full consultation not being carried out.	Poor
<b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring.</i>	By introducing the Housing Options wizard as referenced in the policy it is hoped that users will have a better understanding of the housing options open to them and address those needs before it reaches crisis.  As part of the Financial Well Being Assessment, we also look to gain an understanding of what it is that the tenant wishes to achieve, housing related or otherwise and services will need to be pulled in to help the tenant achieve those goals wherever possible.	Good	The Housing Options Wizard is still yet to be developed and is due to be in place by Spring 2019	Choose an item.
<b>Integration:</b> <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	The allocation policy is closely aligned with the Homeless Strategy of which a key priority is to in partnership with key agencies, explore how a multi-agency case management approach can evolve to meet the needs of households who revolve around the homeless system and place demands on a variety of services.  The partnership and collaborative priorities stated in the action plan acknowledge that wellbeing goals can be addressed by agencies/services/organisations working together.	Good	The multi-agency monitoring of partnership/collaboration will further enhance addressing the wellbeing goals and will assist in addressing the consequences of changes in one service impacting on another.	Good

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<p><b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>As stated above links have been made with employability services with the Regeneration Service, 3 x Tenancy Support Workers are now in place to help identify and work with those who may be struggling to keep their home. A priority in the homeless action plan is to develop close partnership working with DWP/Job Centre+ to mitigate any impact the introduction of Universal Credit may have on household's ability to retain their tenancies. This will include maximising the income of households and encouraging people into work.</p>	<p>Good</p>	<p>Closer working with the DWP should enhance the ability of the citizens of Powys to access financial assistance when they need it.</p>	<p>Good</p>
<p><b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account</p>	<p>No impact</p>	<p>Neutral</p>		<p>Choose an item.</p>
<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 policy addresses the subject of safeguarding and helping vulnerable applicants by giving Band 1 priority to those households identified as being at risk and giving priority in certain cases to foster carers.</p>	<p>Good</p>		<p>Choose an item.</p>
<p><b>Impact on Powys County Council Workforce</b></p>	<p>It is hoped that the introduction of a new IT system "Abitas" which includes the Housing Options Wizard and on-line registration will free up staff time to spend on the value work.</p>	<p>Good</p>		<p>Choose an item.</p>
<p><b>Source of Outline Evidence to support judgements</b></p>				
<p style="text-align: center;">Homeless Review  Review of the Powys CHR and allocation system by Imogen Blood Associates</p>				

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		

9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Low
Mitigation		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Tight timescales re consultation of policy which if not met has an impact on the timescales re roll out of new IT system which may then impact on a breakdown in partnership working re CHR.	Medium	Each partner is committed to making this policy work and to ensure the effective roll out of the IT system	Low
Once the policy has been approved and the IT system is in place each applicant will need to re-apply and be re-assessed.	Medium	Waiting list will need to be closed down for an agreed period to allow exiting applicants to reapply. Sufficient resources need to be allocated by all partners.	Low
	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. Overall Summary and Judgement of this Impact Assessment?

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

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<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	
The combined Common Allocation Scheme Policy and Procedure explains and clarifies, in a transparent manner, how the allocation process works for each partner.		

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

<b>What additional evidence and data has informed the development of your proposal?</b>
Homeless Review Review of the Powys CHR and allocation system by Imogen Blood Associates CHR Statistics LHMA

12. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
The Strategic Housing Partnership will continue to monitor the effectiveness of the CAS.
<b>Please state when this Impact Assessment will be reviewed.</b>
November 2019

13. Sign Off

Position	Name	Signature	Date
<b>Impact Assessment Lead:</b>			
<b>Head of Service:</b>	Simon Inkson		
<b>Director:</b>	Nigel Brinn		
<b>Portfolio Holder:</b>	Cllr James Evans		

14. Governance

<b>Decision to be made by</b>	Cabinet	<b>Date required</b>	Jan 2019
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**FORM ENDS**