Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Rapid Rehousing Transition Plan
Completion Date	June 2020
Completed by	Matthew McGlone
Lead officer	Matthew McGlone

Type of Initiative:

Policy/Strategy

Programme/Plan   Updated

Project   Updated

Service   Existing

Function   Other

Statement of Intent

1. **Briefly describe the policy/proposal you are assessing.**
Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

In accordance with the recommendations of the Homeless and Rough Sleeping Action Group, the Scottish Government required all Local Authorities develop a Rapid Rehousing Transition Plan (RRTP) by December 2018.

RRTP's are required to show how Councils will transform to a rapid rehousing model over a term of no longer than five years. HARSAG made six key recommendation which local authorities should adopt as part of their plan:

- Homelessness should be resolved through effective prevention wherever possible;

- Homeless applicants should be rapidly resettled in a permanent housing solution;

- Homeless applicants should have access to the widest range of housing options;

- Temporary accommodation should only be used as a stop gap;

- Effective support should be available from day one to enable the homeless household to sustain their own tenancy, and

- Supported accommodation should be available for the small minority of applicants who are not able to sustain their own tenancy at the present time.

All Scottish Local Authorities are required to submit an update setting out their progress so far, and their priorities for the coming year by 30th June 2020. The submission should also contain a report on how RRTP funding has been spent, and a range of monitoring indicators.

What will change as a result of this policy?

Many of Midlothian Council's RRTP activities aim to have a positive impact across all services in Midlothian. This will result in households spending less time in temporary accommodation. An increased emphasis on the prevention of homelessness by helping people remain in their accommodation Where this is not possible housing options advice and support will be provided to secure suitable accommodation before becoming homeless. Where temporary accommodation is required ensuring this is of

a good standard and affordable.

2. Do I need to undertake a Combined Impact Assessment?

High Relevance	Yes/no
The policy/ proposal has consequences for or affects people	Yes
The policy/proposal has potential to make a significant impact on equality	Yes
The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	No
The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	
The policy/proposal has little relevance to equality	No
The policy/proposal has negligible impact on the economy	Yes
The policy/proposal has no/ minimal impact on the environment	Yes
If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record. N/A **If you have answered yes to high relevance above, please proceed to complete the Integrated Impact Assessment.** Completed	

3. What information/data/ consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
Data on populations in	- The need for social rented housing in Midlothian continues to grow with over 4,200 applicants on

need	the Housing List.
Data on service uptake/access	• In 2019/20 476 homeless applications were made to Midlothian council. • There were 935 open homeless cases at the end of 2019/20.121 of these cases have been open for three or more years. • At any time around 420 households will be in temporary accommodation.
Data on quality/outcomes	- A range of data is published relating to outcomes for homeless households, and those who are provided with housing options advice.
Research/literature evidence	- Periodic reporting through Prevent 1, HL1, and the Annual Return on the Charter. - Evidence based good practice.
Service user experience information	- We consult with Tenant Panels, intern and external partners and other service users when developing individual RRTP activities.
Consultation **and involvement** findings	Addressing homelessness is one of the key outcomes for Midlothian's current Local Housing Strategy. The Strategy was circulated to groups for feedback which included: • Equalities Groups, including support groups, societies and campaigning organisations on race, equality, older people, carers, Lesbian, gay, bisexual and transgender, older people's, ethnic minority groups, disabled, young people's groups, armed forces veterans, substance abuse, physical disability and learning disability. • Housing organisations, including registered social landlords, house builders, letting agents, landlord associations, relevant Scottish Government departments, and housing organisations groups such as Shelter and the Scottish Federation of Housing Associations. • Community Groups, including community councils, voluntary groups, Registered Tenants

	Organisations and residents groups. • Other organisations, including neighbouring local authorities and the Scottish Futures Trust. These groups were also invited to attend either an LHS Stakeholder Event or "Drop In" Events while some groups requested to meet with Council Officers to discuss strategic objectives. Additional information was also obtained from other sources including: • SESPlan (South East Scotland) Housing Need & Demand Analysis 2 • Housing Waiting List Survey • Council Housing New Build Survey • Registered Tenant Organisations feedback • Registered Social Landlords feedback • Feedback from Local Housing Strategy Working Group and Community Planning Partnership Groups • Midlothian Council Tenant Surveys Homeless applications and Allocations are also monitored for: • Gender • Age • Household composition • Marriage • Pregnancy • Gypsy Travellers • Minority Ethnic Households • Households with Disabilities Applicants with a protected characteristic may be provided with access to homeless services in a different way according to this characteristic. For example a family would not be placed in shared accommodation for a prolonged period due to legislation barring this. The above areas of research and engagement provide the Council and partners with relevant knowledge on the housing needs of equality groups which are then incorporated into future investment plans which includes specialist provision to meet identified needs.

Good practice guidelines	- Scottish Government Code of Practice sets out key features of the Allocation Policy. - Homeless procedures are developed in accordance with the current Code of Guidance on Homelessness.
Other (please specify)	N/A
Is any further information required? How will you gather this?	N/A

4. **How does the policy meet the different needs of and impact on groups in the community?**

Equality Groups	Comments – positive/ negative impact
Older people, people in the middle years,	The RRTP activities will lead to positive outcomes for all households regardless of age. Some activities include measures that will achieve further positive outcomes for older people.
Young people and children	It is recognised that that having secure, affordable housing can alleviate instances of child poverty The RRTP includes activities to reduce the time taken for families to move into settled accommodation, and to provide affordable temporary accommodation when required.
Women, men and transgender people (includes issues relating to pregnancy and maternity)	RRTP activities will be completed in accordance with Equally Safe: Scotland's Strategy to prevent and eradicate violence against women and girls to ensure housing interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people.

Disabled people (included physical disability; learning disability; sensory Impairment; long term medical conditions; mental health problem)	The RRTP outlines measures that achieve more positive outcomes for all Service Users including Disabled People.
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English	The RRTP outlines measures that will achieve positive outcomes for all Service Users. These will be delivered based on the needs of the individual and not on the basis of ethnicity.
Refugees and asylum seekers	Specific legislation relates to the provision of housing advice and homeless assistance to asylum seekers. Those granted refugee status are able to access services on the same basis as anyone else with a legal right to reside in the UK.
People with different religions or beliefs (included people with no religion or belief.	The RRTP outlines measures that will achieve positive outcomes for all Service Users. These will be delivered based on the needs of the individual and not on the basis of religious belief.
Lesbian; gay bisexual and heterosexual people	RRTP activities will achieve positive outcomes for all service users regardless of sexual orientation.
People who are unmarried; married or in a civil partnership	The RRTP outlines measures that will achieve positive outcomes for all Service Users. These will be delivered based on the needs of the individual and not on the basis of marital

	status.
Those vulnerable to falling into poverty	
Unemployed	The RRTP includes measures that will achieve positive outcomes for Service Users who are unemployed or in receipt of benefits.
People on Benefits	
Single Parents and vulnerable families	The RRTP focuses on achieving better outcomes for all service users.
Pensioners	
Looked after Children	
Those leaving care settings ((including children and young people and those with illness)	
Homeless People	The RRTP will have a positive impact for Homeless People in Midlothian. The activities outlined will reduce the time spent in temporary accommodation. Services will focus on helping people to remain in their accommodation preventing homelessness from occurring. Where this is not possible a housing options approach will be taken to secure accommodation before temporary accommodation is required.
Carers (including young carers)	The RRTP focuses on achieving better outcomes for all service users. Many of the activities focus on delivering improved outcomes for service users with multiple/complex needs. RRTP activities will also lead to more sustainable communities.
Those involved in the criminal justice system	
Those living in the most deprived communities (bottom 20% SIMD areas)	
People misusing services	The Housing Allocations Policy

	includes provision to terminate a tenancy should fraudulent information be provided when during the application process.
People with low literacy/numeracy	The RRTP activities include measures to ensure those who require additional support can receive this to enable them to fully access services.
Others e.g. veterans, students	The RRTP focuses on achieving better outcomes for all service users.

Some activities have specific measures in place to support veterans. |
Geographical Communities	
Rural/ semi-rural Communities	The RRTP activities will achieve positive outcome across all communities in Midlothian.
Urban Communities	The RRTP activities will achieve positive outcome across all communities in Midlothian.
Coastal Communities	N/A

5. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

- The Scottish Government is currently developing legislation that will create a wider duty to prevent homelessness. Midlothian Council will need to ensure the prevention activities contained in the RRTP satisfy the requirements of this legislation when published.

- In response to COVID-19 HARSAG has submitted additional recommendations to the Scottish Government. Where relevant RRTP activities will be reviewed to ensure they reflect these recommendations.

- RRTP activities may be reviewed once Scottish Government funding has

been confirmed.

6. **Is any part of this policy/ service to be carried out wholly or partly by contractors?**

   If yes, how have you included equality and human rights considerations into the contract?

Some RRTP activities, such as Housing First support will be carried out by a contracted specialist service. Contractors are required to submit evidence of their equalities and human rights policies through the procurement process.

7. **Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?**

The RRTP can be made available in different formats to suit the needs of specific groups.

8. **Please consider how your policy will impact on each of the following?**

Objectives Equality and Human Rights	Comments
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	The RRTP will improve access to settled accommodation, reduce the time spent in temporary accommodation and develop partnership working. By ensuring suitable accommodation is provided more quickly vulnerable people will be better placed to access other services.
Promotes good relations within and between people with protected characteristics and tackles harassment	Some RRTP activities provide assistance to equality groups to access housing if they are harassed or being victimised.
Promotes participation, inclusion, dignity and self- control over decisions	RRTP activities ensure applicants have control over decisions made in relation

	to their housing requirements.
Builds family support networks, resilience and community capacity	The measures contained in the RRTP will improve access to housing service users will be better able to receive other support.
Reduces crime and fear of crime	The RRTP policy promotes safer, sustainable communities.
Promotes healthier lifestyles including Diet and nutrition Sexual Heath Substance Misuse Exercise and physical activity Life Skills	Poor housing conditions, including homelessness, are linked to poorer health circumstances for households. The RRTP includes measure that will improve these outcomes.
Environmental	
Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	N/A
Plan for future climate change	N/A
Pollution: air/ water/ soil/ noise	N/A
Protect coastal and inland waters	N/A
Enhance biodiversity	N/A
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	N/A
Reduce need to travel / promote sustainable forms or transport	N/A
Improves the physical environment e.g. housing quality, public and green space	The RRTP activities will improve the quality of temporary accommodation provided by ending the use of 'B&B' accommodation. Prevention activities will promote tenancy sustainment reducing the need for temporary accommodation.
Economic	
Maximises income and /or reduces income inequality	Income is maximised for many tenants who pay the lower housing costs as a result of being sustained/securing settled affordable accommodation.

Helps young people into positive destinations	Access to suitable housing can improve health, wellbeing and employment prospects.
Supports local business	N/A
Helps people to access jobs (both paid and unpaid)	Improving access to affordable housing increase the opportunities for people to access employment.
Improving literacy and numeracy	N/A
Improves working conditions, including equal pay	N/A
Improves local employment opportunities	N/A

9. **Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005?**

N/A

10. **Action Plan**

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person

11. **Sign off by Head of Service/ NHS Project Lead**

Name

Date