

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Youth Homeless Support and Prevention Service
Completion Date	July 2021
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.

Following the publication of its Ending Homelessness Together Action Plan the Scottish Government commissioned the Away Home Scotland Coalition to develop two homeless pathways, The Youth Homeless Prevention Pathway for care leavers (2019), and the Youth Homeless Prevention Pathway for all young people (2021).

This second pathway made several recommendations to address youth homelessness, using a five-tier prevention model, including:

- Universal prevention – Timely support for all about housing and financial issues: All services should be trauma informed, establishing one point of contact for young people with housing, welfare, employment advice, youth work and support available, and establishing school and youth programmes to provide universal information relating to housing rights, processes and responsibilities.
- Targeted prevention – better identifying those at risk and providing early interventions: Training delivered to youth workers, community workers and teachers. Ensuring young people are able to access relationship services such as mediation, mentoring and befriending. Consistent use of GIRFEC approaches. Routine collection of equalities data, so future changes to policy and practice can be fully informed.
- Crisis prevention – effective interventions and advice to resolve crisis: Identify systems and services that need to be changed or adopted to meet the needs of young people. Develop systems for discharge planning to ensure no young person is discharged from public services (Justice, Health or Care) into homelessness.
- Emergency – accommodation and support targeted at helping people to exit homelessness rapidly: Increase access to appropriate and affordable accommodation. Housing options available to young people should reflect those of their non-homeless peers.
- Recovery & housing stability – longer term support to sustain independent living: Youth housing services should be planned, commissioned and delivered by housing departments in partnership with other agencies i.e. social work. Support should enable young people to develop the skills required to live independently and seek apprenticeships and employment. Housing options should be affordable with strong security of tenure, to enable young people to maintain education or employment.

The Youth Homelessness Support and Prevention service will help Midlothian Council take forward many of the recommendations of the Youth Homelessness Prevention Pathway. Either by providing a new services to young people who are homeless or at risk of becoming homeless in Midlothian, or by complementing those already delivered by other agencies/departments. The service will strive to achieve a wide range of improved outcomes for young people including those related to housing, health, education and employment.

What will change as a result of this policy?

The introduction of a Youth Homeless Support and Prevention Service will see several changes to how youth homelessness is responded to in Midlothian including:

- Providing young people supported by the service with a single point of contact for all aspects of their journey through the homeless process.
- Providing young people and their families with the opportunity to engage with family mediation. Preventing youth homelessness from occurring, enabling and supporting young people with planned moves into suitable alternative accommodation. Mediation will also be offered to young people and their families where homeless cannot be prevented to help build supportive relationships in the community that can further enhance tenancy sustainment.
- Ensuring young people are provided with support, specific to their individual needs that is delivered from a trauma informed perspective. Young people will be able to access the support timeously regardless of household composition and accommodation type.
- Young people will be provided with support that seeks to develop the skills required to successfully sustain their own tenancy. The support provided will go beyond simple pre-tenancy/settling in support at the start of the tenancy, by actively supporting young people to engage with services that focus on employability, education and training.

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
<p>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.</p> <p>N/A</p> <p>If you have answered yes to high relevance above, please proceed to complete the Integrated Impact Assessment.</p> <p>Completed</p>	

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 need	<ul style="list-style-type: none"> - The need for social rented housing in Midlothian continues to grow with over 4,400 applicants on the Housing List. - According to National Records Scotland 16-24 year olds account for 9.2% of the population in Midlothian, compared to 12% of the population of Scotland. - 16-25 year olds are more likely to become homeless in Midlothian. In 2020/21 just under 25% of homeless applications in Scotland were from people aged 16-25. In Midlothian this age group accounted for 34.5% of the applications

	received during the same period.
Data on service uptake/access	<p>A snapshot of open homeless cases taken in August 2021 found the following:</p> <ul style="list-style-type: none"> • 30% of open cases were aged 25 or under. • 58% of those under the age of 25 were in temporary accommodation. • The majority of homeless applicants under the age of 25 were female. • 57% of those aged 25 or under were made homeless as a result of being asked to leave by parents, family or friends. • Only 37% of single female applicants aged 25 or under had accessed temporary accommodation compared to 57% of single male of the same age. • It was estimated that 70% of open cases under the age of 25 would benefit from some form of support to establish their tenancy. Almost all under the age of 22 were considered to be in need of some support. • 43 current Midlothian Council tenants aged 25 or under were found to be in arrears exceeding 1 months' rent (19 between 1 and 2 months arrears, 15 between 3 and 6 months and 9 with arrears exceeding 6 months)
Data on quality/outcomes	<p>- A range of data is published relating to outcomes for homeless households, and those who are provided with housing options advice.</p> <p>- Homelessness statistics - gov.scot (www.gov.scot)</p>
Research/literature evidence	<p>- Midlothian Council Area Profile (nrscotland.gov.uk)</p> <p>- Housing statistics: Stock by tenure - gov.scot</p>

	<p>www.gov.scot)</p> <ul style="list-style-type: none"> - SES Regional Planning - Strategic Housing Investment Plans (SHIP) (midlothian.gov.uk) - Midlothian Local Housing Strategy 2021-2026 - The Homeless Persons (Unsuitable Accommodation) (Scotland) Amendment Order 2020 (legislation.gov.uk) - Ending homelessness together: updated action plan - October 2020 - gov.scot (www.gov.scot) - Improving housing outcomes for women and children experiencing domestic abuse (cih.org) - Housing-First-National-Framework - Homelessness statistics - gov.scot (www.gov.scot) - Midlothian Council Scottish Housing Regulator - Integration Joint Board - Health and Social Care (midlothian.gov.uk) - Youth Homelessness Prevention Pathway - For all young people
Service user experience information	<ul style="list-style-type: none"> - We consult with Tenant Panels, internal and external partners and other service users when developing individual RRTP activities. - A separate consultation exercise was undertaken to seek the views of young homeless people to ensure the views of those with lived experience were taken into consideration when developing the proposed Youth Homeless Support and Prevention Service.
Consultation and	Midlothian Council has sought the views of young

involvement findings	<p>people with experience of the homeless system in relation to the recommendations of the Youth Homeless Prevention Pathway and the activities being considered as part of the Youth Homeless Support and Prevention Service.</p> <p>The young people who participated in this exercise were welcoming and supportive of the measures being considered. Many could see how such a service would have potentially benefitted them directly if they had been made available. While some could not see any direct benefits to their own situation they could see how other young people would benefit.</p> <p>All participants felt a specialist service to meet the specific needs of young people would improve their journey through the homeless system. Many of the participants advised of the need to ensure staff were fully trained to support people living with trauma.</p> <p>Many of the participants advised they would also welcome support continuing for a time to help establish a more settled way of life after housing is secured, including help to access training and employment opportunities.</p>
Good practice guidelines	<ul style="list-style-type: none"> - Social housing allocations in Scotland: practice guide - gov.scot (www.gov.scot) - Homelessness: code of guidance - gov.scot (www.gov.scot) - Housing Options guidance - gov.scot (www.gov.scot) - Housing-First-National-Framework - Youth Homelessness Prevention Pathway - For all young people
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,	<p>People from older and middle year age groups will not directly be provided support offered by the Youth Homeless Support and Prevention service. This group will still benefit from the positive outcomes the service aims to achieve including building positive supportive relationships by offering mediation to young people and their families.</p> <p>There will be no adverse impact to housing/homeless applications from other age groups as the housing allocations policy shall remain unchanged.</p>
Young people and children	<p>The Youth Homeless Support and Prevention Service is specifically intended to meet the needs of young people. The service will initially focus on supporting those aged 21 and under with people aged 22-25 being offered support as the service develops and capacity allows.</p> <p>Introducing this type of service will provide an opportunity for improved outcomes across a range of areas including:</p> <ul style="list-style-type: none"> • Improved tenancy sustainment • Improved health outcomes • Improved opportunities to access education/training/employ

	<p>ment</p> <ul style="list-style-type: none"> Reducing homelessness <p>The service will be accessible to all households who satisfy the age criteria, regardless of composition including those with a pregnant person or dependant children.</p>
Women, men and transgender people (includes issues relating to pregnancy and maternity)	<p>The activities undertaken and support provided by the Youth Homeless Prevention and Support provided by the Youth Homeless Prevention and Support service will be completed in accordance with Equally Safe: Scotland's Strategy to prevent and eradicate violence against women and girls.</p> <p>People accessing the service will be provided with support that is tailored to their needs including those relating to their gender.</p> <p>It will be a requirement of the service for support plans to be delivered from a trauma informed perspective.</p> <p>Women and transgender people will be provided with support that takes into account their specific needs.</p> <p>Services such as medication will only be offered where it is appropriate to do so, to ensure people are not inadvertently compelled to continue to reside in or return to accommodation where they are at risk of further domestic abuse.</p>
Disabled people (included physical disability; learning disability; sensory Impairment; long term medical conditions; mental health problem)	<p>The Youth Homeless Prevention and Support Service will be available to all young homeless people regardless of disability.</p> <p>A person centred approach will be taken to the development of support plans. Support plans will ensure the needs, and wishes of the individual are taken into consideration with an emphasis</p>

	<p>on the persons strengths.</p> <p>People with additional needs relating to any medical condition will be supported to access and actively engage specialist services to achieve positive outcomes.</p>
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English)	<p>The Youth Homeless Prevention and Support Service will be accessible to all young people who are homeless or at risk of becoming homeless regardless of their ethnicity.</p> <p>Support plans will be required to fully take into consideration the specific needs of individuals relating to their ethnicity.</p>
Refugees and asylum seekers	<p>Specific legislation relates to the provision of housing advice and homeless assistance to asylum seekers.</p> <p>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.</p> <p>Any persons not eligible for assistance from publically funded services as a result of their immigration status will be directed to specialist support services.</p>
People with different religions or beliefs (included people with no religion or belief.	<p>The Youth Homeless Prevention and Support Service will be accessible to all young people who are homeless or at risk of becoming homeless.</p> <p>Support plans will be required fully take into consideration the specific needs of individuals relating to their religion or beliefs.</p> <p>Service users will not be required</p>

	to engage with any aspect of the service that may put them at risk as a result of their religion or beliefs. Included mediation where this would put some at risk of abuse or violence due to their beliefs.
Lesbian; gay bisexual and heterosexual people	<p>The Youth Homeless Prevention and Support Service will be accessible to all young people who are homeless or at risk of becoming homeless.</p> <p>Support plans will be required fully take into consideration the specific needs of individuals relating to religion or beliefs.</p> <p>Service users will not be required to engage with any aspect of the service that may put them at risk as a result of their sexual orientation. Included mediation where this would put some at risk of abuse, or cause accidental or unwanted outing.</p>
People who are unmarried; married or in a civil partnership	The service will be accessible to all young people who are homeless or at risk of becoming homeless regardless of marital status.
Those vulnerable to falling into poverty	
Unemployed	<p>The Youth Homeless Prevention and Support service will be expected to deliver additional support to enable service users to access training education/employment opportunities.</p> <p>Service users will be provided with support related to income maximisation including budgeting,</p>
People on Benefits	

	claiming/applying for all benefits they may be entitled too.
Single Parents and vulnerable families	<p>Pensioners will not directly be able to access the service. This group may still realise positive outcomes through some elements of the support provided including family mediation.</p> <p>The service will be available all young people who are homeless or at risk of becoming homeless in Midlothian. This will include who have previously been looked after in care, and those who have previously been on the fringes of being looked after who may not have the same level of support provided by statutory services.</p>
Pensioners	
Looked after Children	
Those leaving care settings (including children and young people and those with illness)	
Homeless People	<p>The primary intention of the Youth Homeless Prevention and Support service is to prevent homelessness from occurring wherever possible by helping people remain in their existing accommodation or supporting them to move into settled accommodation in a planned way avoiding the need for temporary accommodation.</p> <p>Where homelessness cannot be prevented people will be provided with support tailored to their needs throughout their journey through the homeless system until permanently housed.</p> <p>Support will continue to be provided beyond a person moving into their home to prevent recurring homelessness.</p>
Carers (including young carers)	The Youth Homelessness Support and Prevention Service
Those involved in the criminal	

justice system	<p>will provide support to young people, including young carers to help prevent homelessness.</p> <p>The service will provide support to young people currently involved with, or with previous experience of the criminal justice system, working closely with agencies such as social work, to improve engagement and reduce instances of reoffending.</p> <p>Supporting young people to engage with education/training and employment opportunities and helping to develop supportive relationships in the community will help achieve positive outcomes for those at risk of entering the justice system.</p> <p>The service will work with those living in deprived communities to improve outcomes and support the development of sustainable communities. Providing young people including those who have multiple/additional support needs with the skills necessary to live independently and thrive in their local community.</p>
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	People who have additional needs relating to low literacy/numeracy will be provided with support to ensure those needs are met.
Others e.g. veterans, students	Support provided by the Youth Homeless Prevention and Support service will be tailored

	the needs of the individual, including those that may be specific to groups such as veterans and students.
Geographical Communities	
Rural/ semi-rural Communities	The provision of a Youth Homeless Prevention and Support service will help achieve positive outcomes for young people from rural/semi-rural communities in Midlothian.
Urban Communities	The provision of a Youth Homeless Prevention and Support service will help achieve positive outcomes for young people from urban 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 recently consulted on proposals relating the Homeless Prevention Duty following the recommendations of the Homelessness Prevention Review Group. An independent analysis of the responses to the consultation is due to be published in autumn 2022, with legislation being introduced as part of a wider Housing Bill during the next parliamentary year. All homelessness services provided by Midlothian Council, included the Youth Homeless Prevention and Support Service will be reviewed to ensure procedures and policies meet the requirements of any new legislation.

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?

The Youth Homeless Prevention and Support Service will be delivered 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?

All information relating to the Youth Homeless Prevention and Support Service 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	<p>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.</p> <p>The provision of a Youth Homeless Support and Prevention service will further enhance delivery of these wider aims.</p>
Promotes good relations within and between people with protected characteristics and tackles harassment	<p>The Youth Homeless Support and Prevention service seeks to provide advice, support and assistance to young homeless people in Midlothian. Many of the people supported will also have other protected characteristics, such as those relating to pregnancy/maternity, sex, sexual orientation and disability.</p> <p>The service will provide support to quality groups if they are experiencing,</p>

	or at risk of, harassment or being victimised.
Promotes participation, inclusion, dignity and self- control over decisions	All support delivered by the Youth Homeless Support and Prevention Service will be delivered from a person centred and trauma informed perspective. Ensuring the needs and wishes of the individual are fully considered at all times.
Builds family support networks, resilience and community capacity	The Youth Homeless Support and Prevention Service will develop supportive networks for young people. This will be achieved through activities such as mediation and the development of peer support/mentoring.
Reduces crime and fear of crime	The Youth Homeless Support and Prevention service seeks to deliver positive outcomes related to the development of sustainable communities by providing support which reduces instances of young people from Midlothian participating in or being victims of crime.
Promotes healthier lifestyles including Diet and nutrition Sexual Health Substance Misuse Exercise and physical activity Life Skills	Poor housing conditions, including homelessness, are linked to poorer health circumstances for households. The Youth Homeless Support and Prevention service will be required to establish partnership working between a range of services including Midlothian Health and Social Care Partnership delivering services directly to people in temporary accommodation.
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 of transport	N/A
Improves the physical environment e.g. housing quality, public and green space	Support provided will promote tenancy sustainment reducing the need for temporary accommodation. Young people who secure permanent housing will be provided with support to successfully manage their tenancy including ensuring it is maintained to a high standard.
Economic	
Maximises income and /or reduces income inequality	Service users will be provided with support to ensure they are able access affordable housing solutions. Including support to maximise income through budgeting/welfare rights advice, and accessing employability services to further reduce income inequality.
Helps young people into positive destinations	The service will be provided to young people to enable them to access/maintain suitable housing which can improve health, wellbeing and employment prospects.
Supports local business	N/A
Helps people to access jobs (both paid and unpaid)	Young people will be provided with support which aims to help service users to access/sustain affordable housing increasing the opportunities for people to access employment.
Improving literacy and numeracy	Where identified as a support need young people will be provided with support to access education/training opportunities which seek to improve literacy and numeracy skills.

Improves working conditions, including equal pay	N/A
Improves local employment opportunities	Young people will be supported to access services which aim to support people to access employment.

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

No

10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
None				

11. Sign off by Chief Officer

Name

Date