

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.**

Service Area	Housing	Head of Service	Nina Davies	Director	Nigel Brinn	Portfolio Holder	Cllr James Evans
Proposal	Housing General Fund savings 2020 to 2023 – whilst maintaining the provision of statutory strategic housing services, housing advice and homeless service, and housing standards.						
Outline Summary / Description of Proposal							

The Housing General Fund (HGF) controllable budget is £634,816.08. HGF funds the following main statutory duties:

Assessing Housing Need¹ – undertake and update a Local Housing Market Assessment and a Gypsy Traveller Accommodation Assessment, maintain a register of housing need in Powys (without which the Council cannot allocate social housing) and assess housing need and demand to allocate resources and housing grants for new homes in Powys.

Housing Advice and Homelessness² – a duty to prevent homelessness and assist those who are homeless, to provide advice and assistance in relation to housing and accommodation needs, to produce and implement a homeless strategy and to provide temporary and emergency accommodation.

Housing Standards³ – a duty to make sure the Housing Health and Safety Rating System is applied in Powys, to license certain premises, to offer Disabled Facilities Grant (DFG) and adaptations for people with disabilities. Housing standards includes energy efficiency advice and funding⁴, to reduce fuel poverty.

The service will achieve cost reductions in the 2020/21 financial year through a restructure of Housing Senior Management.

If the service can secure alternative funding and implement its restructure from April 2020 it is expected that the savings targets will be achieved. However, there will be a reduction in capacity and resource. There will also be associated risks to the delivery of statutory services, especially if further cuts are required or it is not possible to secure alternative funding. The risks are:

- Capital allocations need to be maintained at current levels to sustain income generation. The service may not be able to maintain its current income targets if there is a reduction in the capacity and resources available to deliver the services that earn income. This will mean that services, including statutory services which are provided 'cost neutral' to the authority may be reduced. If statutory services reduced in relation to housing standards in the private rented sector this may increase the number of persons who present to the Council as homeless, for example because they are living in unsatisfactory housing. The service also provides energy efficiency advice and funding. A reduction in resources may lead to an increase in the incidence of fuel poverty in the county.
- Homelessness is increasing in Powys. If insufficient funding is provided or found for the posts that prevent homelessness, the Council may experience an increased numbers of households who require the provision of full homeless duties, including temporary accommodation. The increased use of temporary accommodation – including 'bed and breakfast' – will increase overall costs to the Council of homelessness.
- If there is an increased use of 'bed and breakfast' and temporary accommodation there will be additional costs incurred by Income and Awards as the Council does not get full subsidy from the DWP for the costs of temporary accommodation. There will also be additional costs in securing Bed and Breakfast accommodation. This is estimated at £100,000. However, increasing demand for homeless services mean this estimate could be too low.
- The Housing Service may not be able to implement the Homeless Action Plan agreed by Cabinet, as a result of insufficient resources being available to prevent homelessness.
- Posts which blend HGF and HRA funding will need to have robust business cases to demonstrate that funding is allocated correctly in line with the work delivered. The Welsh Government is in the process of issuing revised guidance covering the management of the HRA. Any cuts in HGF resources will need to be considered in the context of maintaining a clear and legally compliant division between HGF and HRA funding. Any transgressions may result in funding cuts from the Welsh Government.

¹ Housing Act (Wales) 2014

PCC: *Impact Assessment Toolkit (March 2018)*

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- If the Council is unable to provide up-to-date Local Housing Market Assessments and assess housing need it will not have the evidence needed to develop a compliant Local Development Plan. This will reduce the ability of the Council to secure affordable housing through the planning system and to draw into Powys from the Welsh Government multi-million pound grants to support the development of new homes.
- Failure to undertake Gypsy and Traveller Accommodation Assessments means the Council could face legal challenges from the gypsy and traveller community and Welsh Government.

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

Version	Author	Job Title	Date
V1	Dafydd Evans	Service Manager Housing Solutions	14 th August 2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£25,000	£145,000	£25,000	£195,000

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	April 2020 – Housing Service Restructure

² Housing Act 1996; Code of Guidance for Local Authorities on Allocation of Accommodation and Homelessness - Wales 2016; Housing Act (Wales) 2014

³ Social Services and Wellbeing (Wales) Act 2014; Housing Grant, Construction and Regeneration Act 1996; Regulatory Reform (Housing Assistance) (England and Wales) Order 2002; Housing Act 2004; Housing Health and Safety Rating System (England) Regulations 2005

⁴ Environment (Wales) Act 2016

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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**

Adult Social Care, Childrens Services, Corporate Parenting, Income and Awards, Health and Safety.

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
The Economy We will develop a vibrant economy	Potential impacts include: Increased homelessness, poorer standards in the private rented sector, increased B & B/temp accommodation and unassessed housing need. Reduced compliance with statutory duties. A significant proportion of homelessness is due to the affordability of accommodation and the levels of poverty in the communities in Powys. Unable to fulfil agreed Homeless Strategy objectives.	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this priority and associated statutory obligations.	Poor

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Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Health and Care We will lead the way in effective, integrated rural health and care	<p>Increased homelessness, poorer standards in the private rented sector, increased B & B/temp accommodation and unassessed housing need. Reduced compliance with statutory duties. Standards of accommodation are closely linked to health and care outcomes. Homelessness particularly affects vulnerable people and can drive people into a state of vulnerability where one may not have existed before. Evidence in the Council's homelessness review shows that the households affected by homelessness are also often known to be reliant upon other services and agencies, in particular social services and health services.</p>	Very Poor	<p>The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this priority and associated statutory obligations.</p>	Poor
Learning and skills We will strengthen learning and skills	<p>Homelessness can significantly affect households with children, which can have a detrimental effect on the child's education as they do not have a suitable environment in which to learn. Any reduction in the Council's ability to reduce the risk of poor standards of accommodation, particularly in high risk Category One hazards, will adversely impact on the home environment of many children.</p>	Poor	<p>The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this priority and associated statutory obligations.</p>	Poor
Residents and Communities We will support our residents and communities	<p>Community based services including voluntary services and public services, such as libraries, are an essential component in addressing the needs of those affected by homelessness.</p>	Very Poor	<p>The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this priority and associated statutory obligations.</p>	Poor

Source of Outline Evidence to support judgements

Homeless Review and Strategy undertaken in 2018; WHO 12⁵ quarterly returns; ‘Homes in Powys’ housing waiting list data; Aids and Adaptions data; Housing Service performance data.

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

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: 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 Homeless Strategy Impact Assessment noted that: “The focus of the action plan is to provide community based services via greater partnership and collaborative working and increase options available (including accommodation) in the communities in Powys. Greater employment opportunities are required in order to increase the economic situation of households and decrease reliance on welfare benefits.” The Homeless Action Plan may not be viable with fewer resources at a time of increased homeless presentations.</p> <p>Any reduction in the ability of the Council to justify and evidence claims for Welsh Government funding for new affordable homes will reduce the ability of Powys to attract and retain the employees needed to contribute towards prosperous Wales. This risk increases in the high housing cost areas of Powys.</p>	<p>Poor</p>	<p>The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this well-being goal.</p>	<p>Poor</p>

⁵ WHO 12: mandatory quarterly return to the Welsh Government, reporting the incidence of homelessness in Powys and the work undertaken by the Council to both prevent and deal with homelessness.

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A resilient Wales: 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 expected	Neutral		Neutral
<p>A healthier Wales: 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>Public Health (Wales) Act, 2017: 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>	Homelessness affects vulnerable people, in particular those affected by physical and mental health. As seen from the homeless review the households affected by homelessness are also often known to other services and agencies, in particular social services and health services. Poorer standards in accommodation will particularly affect vulnerable people.	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this well-being goal.	Poor
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>A key priority in the Homeless action plan is to evolve and harness community-based services to assist in the prevention of homelessness. This may not be possible with increased demand pressures on services being facing a reduced capacity to prevent homelessness.</p> <p>Any reduction in the ability of the Council to justify and evidence claims for Welsh Government funding for new affordable homes will reduce the ability of Powys to make sure that communities, especially those in rural areas, remain viable and sustainable by offering homes for people across the socio-economic spectrum</p>	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this well-being goal.	Poor

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A globally responsible Wales: 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>Human Rights - is about being proactive (see guidance)</p> <p>UN Convention on the Rights of the Child: 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>With less capacity, increased homelessness, poorer standards in accommodation including increased fuel poverty there will be detrimental effect on the environment.</p>	<p>Poor</p>	<p>The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this well-being goal.</p>	<p>Poor</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>No impact expected</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>No impact expected</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><i>Welsh Language impact on staff</i></p>	<p>No impact expected</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>No impact expected</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>				
<p><i>Age</i></p>	<p>Unknown</p>	<p>Unknown</p>		<p>Choose an item.</p>
<p><i>Disability</i></p>	<p>Unknown</p>	<p>Unknown</p>		<p>Choose an item.</p>
<p><i>Gender reassignment</i></p>	<p>No impact expected</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><i>Marriage or civil partnership</i></p>	<p>No impact expected</p>	<p>Neutral</p>		<p>Choose an item.</p>

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<i>Race</i>	No impact expected	Neutral		Choose an item.
<i>Religion or belief</i>	No impact expected	Neutral		Choose an item.
<i>Sex</i>	No impact expected	Neutral		Choose an item.
<i>Sexual Orientation</i>	No impact expected	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	No impact expected	Neutral		Choose an item.

Source of Outline Evidence to support judgements

Homeless Review and Strategy undertaken in 2018; WHO 12⁶ quarterly returns; ‘Homes in Powys’ housing waiting list data; Aids and Adaptions data; Housing Service performance data.

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

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The service with less capacity is unlikely to be able to progress its preventative agenda (preventing homelessness, housing market dysfunction, poor housing standards). It will become an increasingly reactive service, which will ultimately cost more and will not meet the needs of future generations.	Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The service currently collaborates with a number of organisations and agencies. However with fewer resources and capacity there will be less collaboration.	Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	No impact expected	Neutral		Choose an item.

⁶ WHO 12: mandatory quarterly return to the Welsh Government, reporting the incidence of homelessness in Powys and the work undertaken by the Council to both prevent and deal with homelessness.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Prevention: Understanding the root causes of issues to prevent them from occurring.	The service has adopted a preventative agenda with regard to its statutory duties. Less resource and capacity will result in the service becoming more reactive and increases the risk of unpredicted expenditure falling on the council to discharge statutory obligations and duties.	Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact expected	Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	The statutory services provided by the service are directly linked to poverty. Accordingly less prevention with regard to homelessness, dealing with housing standards including energy efficiency and reduced availability of genuinely affordable homes will result in greater poverty.	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	The Homeless Action Plan priority "Continue to evolve and harness community-based services to assist in the prevention of homelessness" will include looking at the support available in communities to assist carers to maintain their accommodation. This may not be possible with reduced resources and capacity.	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The Homeless Action Plan includes a commitment to preventing homelessness of households with children and vulnerable adults. This is to benefit the welfare of those concerned and help to protect children and vulnerable adults from harm. This may not be possible with reduced resources and capacity.	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Impact on Powys County Council Workforce	Reduced capacity and resource in the Housing Service will mean increased pressures on Childrens and Adults Services particularly where lack of suitable, sustainable and secure accommodation is a contributory factor to the need for interventions by social services.	Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor
Source of Outline Evidence to support judgements				
Homeless Review and Strategy undertaken in 2018; WHO 12 ⁷ quarterly returns; 'Homes in Powys' housing waiting list data; Aids and Adaptions data; Housing Service performance data.				

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

Severity of Impact on Communities	Scale of impact	Overall Impact
High	High	High
Mitigation		
The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to maintain services and meet it statutory obligations and duties.		

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

⁷ WHO 12: mandatory quarterly return to the Welsh Government, reporting the incidence of homelessness in Powys and the work undertaken by the Council to both prevent and deal with homelessness.

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Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		
The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to maintain services and meet its statutory obligations and duties.		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
If there is a reduction in capital funds for the housing-related capital loans and grants programme, the Housing Service will have its income reduced, reducing its ability to fulfil statutory duties in relation to housing standards. This will also increase the number of homeless households who come to Council, for example living in unsatisfactory housing. This will mean that services including statutory services, may be reduced. Capital allocations need to be maintained at current levels to sustain income generation. If the statutory services are not provided in relation to housing standards in the private rented sector this may increase the number of persons who present to the Council as homeless as they are living in unsatisfactory housing. The service also provides energy efficiency advice and funding so there will inevitably be an increase in the incidence of fuel poverty in the county.	Medium	Ensure that the current capital allocations are maintained	Low

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Homelessness is increasing in Powys. If alternative funding is not secured for the posts that prevent homelessness, the Council may experience increased numbers of cases, which would require the provision of full homeless duties including temporary accommodation. This may lead to increased use of temporary accommodation and Bed and Breakfast accommodation. If there is an increased use of Bed and Breakfast and temporary accommodation there will be additional costs incurred by Income and Awards as the Council does not get full subsidy from the DWP for temporary accommodation. There will also be additional costs in securing Bed and Breakfast accommodation. This is estimated at £100,000; however it could be more.	High	Service is seeking alternative grant funding for non statutory posts and seeking to increase the provision of temporary accommodation provided by the HRA.	Medium
The Housing Service may not be able to implement the agreed Homeless Action plan agreed by Cabinet, due to increased levels of presentations and fewer resources available to prevent homelessness.	High	Service is seeking alternative grant funding for non-statutory posts and seeking to increase the provision of temporary accommodation provided by the HRA.	Medium
The blend of HRA and HGF for posts that carry out duties for both funds need to have robust business cases. HRA funding is ring fenced and Welsh Government are in the process of issuing revised guidance.	Medium	The development of robust business cases regarding the allocation of HRA funding in accordance with the revised guidance.	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	High risk		

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
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If the Housing service is unable to secure alternative grant funding, including Housing Support Grant, statutory services may be negatively impacted.

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

What additional evidence and data has informed the development of your proposal?
 HGF allocation by other local authorities in Wales. Homeless Network research.

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
 Budgets are reviewed on a monthly basis.

Please state when this Impact Assessment will be reviewed.
 April 2020.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Dafydd Evans		
Head of Service:	Nina Davies		
Director:	Nigel Brinn		
Portfolio Holder:	CLlr James Evans		

14. Governance

Decision to be made by	Cabinet	Date required

FORM ENDS