

Impact Assessment

Housing Revenue Account Rent and Related Charges - Changes for 2025-26



Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

Before you begin, please read through the guidance found [here](#) in English, and [here](#) in Welsh.

1. Proposal Information

* Required

Author Name	Dafydd Evans
Head of Service	Andy Thompson
Portfolio Holder	Councillor Matthew Dorrance
Proposal title	Housing Revenue Account Rent and Related Charges - Changes for 2025-26
Description of proposal *	Every year the Housing Service has to consider changes to the rent and charges it makes in respect of its housing landlord service. Any changes need to be in accordance with Welsh Governments Rent Setting Policy and make sure that the Housing Revenue Account (HRA) business plan is sustainable and viable. This year Welsh Government advised that the maximum rent increase could not exceed 2.7%. The Council cannot use its General Fund (GF) to subsidise the provision of council housing landlord services and the HRA cannot be used to fund services which are expected to be paid for out of the GF. Expenditure also covers the debts incurred to improve stock, maintain Welsh Housing Quality Standards (WHQS), and to buy and build housing stock. These are long term loans managed on behalf of the Housing Service by the Council's Treasury Team. Following consultation with Tenant Scrutiny Panel (TSP) the service is recommending that all rent and charges should increase by 2.7%.

2. Savings and Consultation

* Required

Profile of savings delivery

2024-25	2025-26	2026-27	2027-28	2028-29	2029+	Total Savings
£50,000	£308,000	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	£358,000

Further information

The Housing Revenue Account (HRA) business plan is currently (end of Q3 2024-2025) predicting a £50,000 deficit for this financial year (2024-25). This may change by the end of 2024-2025 as Housing Services continues to exercise robust expenditure control. However, the prudent approach to budget management by Housing Services as based upon current data. The 2.7% maximum allowed increase in rents does not cover all assumed inflationary increases in costs for the next financial year (2025-26). Some increases in expenditure are already known (such as the additional employer National Insurance costs) and therefore a £308,000 deficit is currently assumed for the purposes of financial management. The HRA Business Plan will therefore need to make savings and efficiencies to address the current assumed £358,000 deficit or HRA reserves will need to be used.

Consultation requirements

Consultation required? *	Yes
Union consultation date	Click or tap to enter a date.
Staff consultation date	Click or tap to enter a date.
Public consultation date	20/11/2024

Consultation plan (or justification where no consultation is required)

Tenant Scrutiny Panel (TSP) were consulted regarding the rent increase on the 20th November 2024 and agreed to the maximum increase allowed. TSP had been provided with an update on the HRA Business Plan on the 18th September 2024.

3. Impact on other service areas, geographical areas, and data protection ⁱ

* Required

3a. Impact on other service areas *

- Digital Services
- Childrens Services
- Adult Services
- Business Intelligence and Governance

- People
- Finance
- Legal and Monitoring
- Economy and Climate
- Housing Services
- Highways, Transport & Recycling
- Planning & Regulatory Services
- Transforming Education
- School Improvement and Learning
- Community Wellbeing
- Strategic Partners, e.g PTHB, RPB

If you selected “Strategic Partners”, please specify the strategic partners below

Click or tap here to enter text.

3b. Impact on geographical locations *

- All Powys
- Llanfyllin
- Welshpool and Montgomery
- Machynlleth
- Llanfair Caereinion
- Newtown
- Llanidloes
- Llandrindod and Rhayader
- Knighton and Presteigne
- Builth and Llanwrtyd
- Hay and Talgarth
- Brecon
- Crickhowell
- Ystradgynlais



3c. Data protection impact assessment i

Will the proposal involve processing the personal details of individuals? *	Yes
Is Powys County Council the data controller? *	Yes

If you answered yes to either question above then please ensure you have completed, as a minimum, the screening questions on the data protection impact assessment.

For further advice please contact the [Information Compliance Team](#).

Further information

All data is held by Housing Services and all tenants/contract holders will be advised of the changes. Income and Awards will be advised of the changes as will the DWP via standard interfaces.

4. Impact on well-being goals including Welsh language and equalities

* Required

4a. A prosperous Wales

Impact *	Increased rents will allow the Council to maintain a viable HRA business plan however the increase does not cover all inflationary costs. Savings and efficiencies will be necessary ensuring that the Council can continue to fund new affordable homes maintaining the ability of Powys to attract and retain the employees needed to contribute towards prosperous Wales. Houses will be more energy efficient and may be able to contribute towards 'net zero' aspirations to reduce 'man-made' emissions of carbon dioxide.
Impact Rating *	Neutral
Mitigation	A viable HRA Business plan provides the opportunity for the Council to support the development of more affordable, social rented homes by making judicious increases in rents will support the economy by allowing people to have more money to spend in the wider economy. It will also keep rents at a genuinely affordable level. The Council will also be able to maintain its investment programme in municipal housing – which accounts for one in ten of all homes in Powys – providing employment and business opportunities for local and regional people and enterprises. This will help support the 'Powys Pound'.
Mitigated Rating	Neutral

4b. A resilient Wales

Impact *	Allowing the Council to fund 'Love Where They Live' and 'Green Powys' will allow maintaining a natural environment in and around council owned homes.
Impact Rating *	Neutral

Mitigation	Investment in ‘Love Where They Live’ and ‘Green Powys’ is designed to increase planting and improve maintenance of the natural environment on housing estates. The HRA Business Plan includes provision for increasing the thermal efficiency of council homes, reducing environmental damage and reducing running costs for residents. As the rent increase doesn’t address all inflationary costs the service will need to prioritise its investments and may need to scale back on some initiatives
Mitigated Rating	Neutral

4c. A healthier Wales

Impact *	Social rented housing is required to meet the Welsh Housing Quality Standard. The rent increase supports this by making sure homes are thermally efficient, do not suffer from intrinsic damp and have decent facilities for such things as food preparation and personal hygiene. Such requirements do not apply to other tenures. Homelessness can significantly affect the health of affected households. One of the main causes of homelessness is the lack of secure, affordable rented accommodation of the type provided by the Council.
Impact Rating *	Good
Mitigation	Judicious increases in social rents, as per this proposal, will allow the Council to support the development of more affordable, social rented homes to help provide and maintain a rising number of ‘healthier’ homes in Powys.
Mitigated Rating	Good

4d. A Wales of cohesive communities

Impact *	The Council’s role as a social landlord is consistent with all relevant Powys County Council strategic plans, in particular the Council’s Corporate Plan ‘Stronger, Fairer, Greener’ and ‘Love Where You Live’. All the partnerships and organisations responsible for these strategic plans believe and support the principle that communities can thrive and prosper if individuals, families and groups are treated fairly, with respect, and given access to rights and services – which includes a safe, secure and affordable home. The rent increase will help maintain existing Council Housing and fund new affordable homes to make sure that communities, especially those in rural areas, remain viable and sustainable by offering homes for people across the socio-economic spectrum.
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Impact Rating *	Good
Mitigation	The Council will be better able to support the development of more affordable, secure, social rented homes and maintain those it already owns to a decent standard, providing the bedrock for ‘attractive, viable, safe and well-connected communities’ by progressing the pragmatic changes to rents for social housing contained in this proposal.
Mitigated Rating	Good

4e. A globally responsible Wales

Impact *	There is growing demand for safe and secure homes in Powys that are affordable to people with modest incomes, the county face the increased risks of more homelessness having detrimental impacts of social wellbeing, poor standards of accommodation affecting the quality of life and opportunities available to children and their parents and poorly maintained housing increasing fuel poverty and necessitating excessive use of fuels to keep homes warm. Maintaining rent income allows the council to provide quality homes that underpin wellbeing and a good start in life for young people.
Impact Rating *	Good
Mitigation	The reasonable increases in social rents set out in this proposal will allow the Housing Service to continue to positively support the well-being of neighbourhoods and communities by increasing the availability of high quality, energy efficient homes.
Mitigated Rating	Good

4f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact *	Housing Services involves and engages with tenants through communication in their language of choice
Impact Rating *	Neutral
Mitigation	The reasonable increases in social rents set out in this proposal will allow the Housing Service to continue to positively support communications with tenants in the language of their choice, including Welsh

Mitigated Rating	Neutral
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Promoting Welsh i

Impact *	None
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sports, Art & Recreation i

Impact *	None
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4g. A more equal Wales i

Age i

Impact *	Homes are provided by the Council for people of all age groups. There is growing need amongst younger people for a first home and an aging population who need homes better suited to their needs, for example level access.
Impact Rating *	Neutral
Mitigation	Judicious increases in social rents, as per this proposal, will allow the Council to support the development of more affordable, social rented homes to help provide and maintain a wider choice of homes for people of all age groups. The 'Fit for Life' programme will help improve access to homes for older people and those with mobility needs.
Mitigated Rating	Neutral

Disability i

Impact *	Capital allocations by the HRA for aids and adaptations works improve the quality of homes for people who need help to better enjoy their home and cope with disabilities.
Impact Rating *	Neutral
Mitigation	The reasonable increases in social rents set out in this proposal will allow the Housing Service to continue to support a comprehensive programme of aids and adaptations. The 'Fit for Life' programme will help improve access to homes for those with mobility needs.
Mitigated Rating	Neutral

Gender Reassignment i

Impact *	None
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Marriage or Civil Partnership i

Impact *	None
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Race i

Impact *	None
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.

Mitigated Rating	Choose an item.
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Religion or belief

Impact *	None
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sex

Impact *	None
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sexual Orientation

Impact *	None
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Pregnancy and Maternity

Impact *	None
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.

Mitigated Rating	Choose an item.
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Socio-economic Duty i

Impact *	The increase in rents and charges may mean that households need to apply for benefits/support.
Impact Rating *	Poor
Mitigation	The Service employ a Team of 3 Financial Support Officers who assist tenants in maximising income
Mitigated Rating	Good

4h. Evidence i

Welsh Government Rent Policy (December 2019); Welsh Government Rent Notification Notice (December 2024); Powys HRA Business Plan; STAR Survey of Tenant Satisfaction; New Tenant Satisfaction Surveys; 'Tell Us' consultation events; WHQS Compliance Policy for Powys; Powys Housing Support Programme (HSP) Strategy 2022-26; Compliance One Hundred Board reports; 'Love Where You Live' Tenancy Sustainability Strategy; WHO 12 quarterly returns; 'Homes in Powys' housing waiting list data; Housing Services performance data. Tenant Engagement Strategy: Tenant Scrutiny Panel: Housing (Wales) Act 2014; Powys Wellbeing data.

5. Impact on key guiding principles & workforce ⁱ

* Required

5a. Sustainable development principles

Long-term ⁱ

Impact *	The rent increase will allow the council to progress its preventative agenda (preventing homelessness, housing market dysfunction, poor housing standards).
Impact Rating *	Good
Mitigation	The Council will be better able to support the development of more affordable, secure, social rented homes and maintain those it already owns to a decent standard, providing a solid foundation for future generations to have secure, affordable homes by progressing the pragmatic changes to rents for social housing contained in this proposal.
Mitigated Rating	Good

Collaboration ⁱ

Impact *	The service currently collaborates with a number of organisations and agencies.
Impact Rating *	Neutral
Mitigation	A sustainable and adequately resourced HRA will help the Council to work more effectively with a range of businesses, investors and service agencies to provide together services needed and desired by the people of Powys.
Mitigated Rating	Neutral

Involvement (including Communication & Engagement) ⁱ

Impact *	The Housing Service supports active intelligence gathering about the way its services are received, experienced and perceived by the people of Powys, allowing improvements to be made that benefit people across the county.
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Impact Rating *	Neutral
Mitigation	The Housing Service will be better able to continue to engage with neighbourhoods and communities if the HRA remains sustainable and viable and able to finance the needs and desires, where practicable, of tenants.
Mitigated Rating	Good

Prevention

Impact *	The Housing Service has adopted a preventative agenda with regard to its statutory duties, including maintaining homes to the WHQS and making sure homes are available, where possible, for those face with or experiencing homelessness.
Impact Rating *	Neutral
Mitigation	Increases in social rents, as per this proposal, will allow the Council to support the development of more affordable, social rented homes to help provide and maintain a rising number of high-quality, affordable homes in Powys that will help prevent the social and economic problems associated with homelessness, insecure homes and poor-quality accommodation.
Mitigated Rating	Good

Integration

Impact *	The importance of affordable, secure housing is an essential foundation for people to have a good education, be healthy, find decent employment and to be able to participate in their communities. Many other agencies find their work hindered and hampered if their clients do not have a safe, secure, affordable homes of the type offered by the Council.
Impact Rating *	Neutral
Mitigation	Increases in social rents, as per this proposal, will allow the Council to support the development of more affordable, social rented homes to help provide and maintain a rising number of high quality, affordable homes in Powys that will help support the ability of Housing Services to contribute to the work of such diverse bodies and agencies examples including the Powys Teaching Health Board, Dyfed Powys Police, the Council's own social services teams, education services, the Mid-Wales Growth Deal.

Mitigated Rating	Good
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5b. Impact on the workforce i

Impact *	The increase will enable the service to remain financially sustainable and viable and ensure that the workforce operates flexibly. It is cost effective for the service to have its own workforce
Impact Rating *	Good
Mitigation	The Service will be able to maintain the workforce, officers can work flexibly and continue to deliver services to a good standard.
Mitigated Rating	Good

5c. Welsh language impact on Staff i

Impact *	None
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5d. Impact on apprenticeships i

Impact *	The increases in rent and charges mean that the Housing Revenue Account business plan is sustainable and viable and plans to recruit apprentices can be maintained.
Impact Rating *	Good
Mitigation	Apprentice positions can be funded and maintained.
Mitigated Rating	Good

5e. Evidence i

Welsh Government Rent Policy (December 2019); Welsh Government Rent Notification Notice (December 2024); Powys HRA Business Plan; STAR Survey of Tenant Satisfaction; New Tenant Satisfaction Surveys; 'Tell Us' consultation events; WHQS Compliance Policy for Powys; Powys Housing Support Programme (HSP) Strategy 2022-26; Compliance One Hundred Board reports; 'Love Where You Live' Tenancy Sustainability Strategy; WHO 12 quarterly returns; 'Homes in Powys' housing waiting list data; Housing Services performance data. Tenant Engagement Strategy; Tenant Scrutiny Panel: Housing (Wales) Act 2014; Powys Wellbeing data

6. Likelihood and risks i

* Required

Risk 1

Risk 1

Rent and charges increases proposed are not approved.

Likelihood score	2	Impact score	4	Risk rating	The risk rating will be automatically calculated when the document is completed
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Mitigation

The 2.7% increase is the maximum allowed by Welsh Government and is considered affordable by Welsh Government. The increase does not cover the assumed inflationary costs, some inflationary costs are guaranteed such as the increase in Employers National Insurance contributions. The Councils Tenant Scrutiny Panel has accepted the proposed increase. Savings and Efficiencies are required with the 2.7% increase, a lower increase would risk the viability of the HRA Business Plan. Services and investment plans would be reviewed to identify those which can be reduced with the least risk to the integrity of the condition of the Council's housing assets, the development of new homes and the core management activities of letting homes promptly and collecting income due to the Council. The service would have to use its reserves.

Residual likelihood score	1	Residual impact score	3	Residual risk rating	The residual risk rating will be automatically calculated when the document is completed
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Risk 2

Risk 2

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	The risk rating will be automatically calculated when the document is completed
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Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	The residual risk rating will be automatically calculated when the document is completed
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Risk 3

Risk 3

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	The risk rating will be automatically calculated when the document is completed
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Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	The residual risk rating will be automatically calculated when the document is completed
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Risk 4

Risk 4

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	The risk rating will be automatically calculated when the document is completed
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Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	The residual risk rating will be automatically calculated when the document is completed
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Risk 5

Risk 5

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	The risk rating will be automatically calculated when the document is completed
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Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	The residual risk rating will be automatically calculated when the document is completed
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7. Overall summary and judgement

Outline assessment *

The impact on the Council of being able to increase rents by the amount set out in this proposal, will be considerable, as it will enable a sustainable Thirty-year HRA Business Plan 2025-2026 and subsequent years.

8. Additional evidence

Not applicable

9. Monitoring arrangements *

All HRA budgets are reviewed on a monthly basis.

Review date *

Click or tap to enter a date.

10. Signoff

You can now close this word document down and return to the app or re-open the app by clicking [here](#). From the app you need to sign off the Impact Assessment. You can do this in the 'Manage Assessments' section. Select the Impact assessment you want to mark as complete, and the app will then send to the named Head of Service automatically.

You can view the current signoff status of the document below, but signoff can only be done in the app.

Author signoff	Not signed off by author
Head of Service signoff	Not signed off by head of service
Portfolio Holder signoff	Not signed off by portfolio holder