

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

Version Control

| Version | Author | Job title | Date |
|-----------|--------------|-----------------------|----------|
| Version 1 | Andrew Potts | Commissioning Officer | 25.08.22 |
| | | | |
| | | | |

1. Details of the initiative

| | |
|-----------|---|
| | Title of the Initiative: Neath Port Talbot Housing Support Programme Strategy |
| 1a | Service Area: Adult Services |
| 1b | Directorate: Social Services, Health and Housing |
| 1c | Summary of the initiative: To inform Members of the outcome of a 90 day public consultation on the draft Neath Port Talbot Housing Support Programme Strategy and to seek approval to implement and publish this Strategy. |
| 1d | Is this a 'strategic decision'? Yes |
| 1e | Who will be directly affected by this initiative? People that need support with homelessness prevention, improvement of housing standards or homelessness interventions |
| 1f | When and how were people consulted? The public consultation ran for 90 days from 30 th May to 28 th August 2022. |

| | |
|-----------|--|
| | All documents, including the draft strategy and easy read versions in both English and Welsh were made available via the consultation portal on the Council's website. In addition, the consultation was advertised via the Council's various social media platforms such as Facebook, as well as being an agenda item in provider forums. |
| 1g | What were the outcomes of the consultation? Full details of the consultation can be found at Appendix 4. |

2. Evidence

What evidence was used in assessing the initiative?

Equalities Data of people accessing Housing Support Grant funded services in 2021/22

There was a total of 2138 individuals supported, and 3215 periods of support, i.e. some people may have accessed more than one service, so totals below may not tally.

Breakdown by Age / Gender

| Age Group | Female | Male | Other / Not stated | Total |
|--------------|-------------|------------|--------------------|-------------|
| 16-17 | 5 | 9 | | 14 |
| 18-24 | 142 | 102 | | 244 |
| 24-29 | 221 | 140 | 4 | 365 |
| 30-39 | 312 | 251 | | 563 |
| 40-49 | 219 | 192 | 3 | 414 |
| 50-59 | 132 | 137 | 1 | 270 |
| 60-69 | 51 | 62 | 1 | 114 |
| 70-74 | 18 | 25 | | 43 |
| 75-85 | 45 | 25 | | 70 |
| 86+ | 29 | 9 | | 38 |
| Not Known | 2 | 2 | | 4 |
| Total | 1176 | 954 | 9 | 2139 |

Breakdown of Ethnicity

| | |
|--------------------------------|-------------|
| Asian | 4 |
| Black | 1 |
| Black Caribbean | 1 |
| Gypsy & Traveller Communities | 29 |
| Indian | 1 |
| Mixed: British | 1 |
| Mixed: White & Black | 1 |
| Mixed: White & Asian | 5 |
| Mixed: White & Black Caribbean | 1 |
| Not Known | 95 |
| Other | 39 |
| Pakistani | 2 |
| Prefer not to say | 3 |
| White British | 1992 |
| White Irish | 3 |
| Total | 2138 |

Breakdown of Religion

| | |
|-------------------------------|------|
| Agnostic | 5 |
| Atheist | 26 |
| Buddhist | 1 |
| Christian (all denominations) | 236 |
| Jehovah Witness | 1 |
| Muslim | 6 |
| None | 552 |
| Not known | 1530 |
| Other | 10 |
| Pagan | 1 |

| | |
|-------------------|-------------|
| Prefer not to say | 13 |
| Sikh | 1 |
| Spiritualist | 1 |
| Total | 2383 |

Breakdown of Sexuality

| | |
|-------------------|-------------|
| Bisexual | 15 |
| Gay | 7 |
| Heterosexual | 882 |
| Homosexual | 2 |
| Lesbian | 3 |
| Not known | 1463 |
| Other | 1 |
| Prefer not to say | 14 |
| Total | 2387 |

Breakdown of Disability

| | |
|--------------|-------------|
| No | 1069 |
| Not Known | 539 |
| Yes | 805 |
| Total | 2413 |

2011 Census information (2021 information not yet published in full) <https://www.nomisweb.co.uk/>

2021 Census information <https://www.ons.gov.uk/releases/initialfindingsfromthe2021censusinenglandandwales>

National Social Care Data for Wales <https://www.socialcaredata.wales/>

Welsh Government Statistics <https://gov.wales/sexual-orientation-2019>

Neath Port Talbot County Borough Councils Homelessness Strategy 2018-2022 <http://moderngov.neath-porttalbot.gov.uk/documents/s42835/Appendix%201%20-%20NPT%20Homelessness%20Strategy%202018-22%20-%2016.11.18.pdf>

Neath Port Talbot County Borough Councils Homelessness Review <http://moderngov.neath-porttalbot.gov.uk/documents/s42838/Appendix%202%20-%20NPT%20Homelessness%20Review%202018%20-%2016.11.18.pdf>

Neath Port Talbot County Borough Council Homeless Strategy 2018-2022 Consultation Report <http://moderngov.neath-porttalbot.gov.uk/documents/s42840/Appendix%204%20-%20NPT%20Homelessness%20Strategy%20Consultation%20Report%20-%2016.11.18.pdf>

Western Bay Area Planning Board Commissioning Plan 2014-2019
<https://democracy.swansea.gov.uk/documents/s17766/12%20b%203%20of%205%20-%20Appendix%202%20-%20Development%20of%20the%20Regional%20Western%20Bay%20Arrangements%20for%20the%20Substance%20.pdf>

Western Bay Population Needs Assessment <http://www.westernbaypopulationassessment.org/en/home/>

Neath Port Talbot Housing Support Programme Strategy April 2022 – March 2026
<http://modgov.npt.gov.uk/documents/s77433/App%201%20-%20Neath%20Port%20Talbot%20Housing%20Support%20Programme%20Strategy.pdf>

Neath Port Talbot Supporting People Local Commissioning Plan Annual Update 2021
<http://modgov.npt.gov.uk/documents/s68688/App%201%20-%20Annual%20Update%20on%20the%20Supporting%20People%20Local%20Commissioning%20Plan.pdf>

3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

| Protected Characteristic | + | - | +/- | Why will it have this impact? |
|--------------------------|---|---|-----|---|
| Age | x | | | <p>Data shows that the age 30-39 age group are more likely to access Housing Support Grant funded services, with 26% of people accessing a service being in this age range.</p> <p>Interventions funded through the Housing Support Grant are delivered to adults from a wide range of age groups. Some services are age specific groups, such as young people supported accommodation and Extra Care for people aged over 55, and others are universal, such as the Prevention and Wellbeing Service.</p> <p>The consultation did not identify that this strategy would result in negative impacts for people due to their age.</p> <p>The strategy is designed to ensure that the Council and its strategic partners are best placed to support individuals with housing related support needs and provides high level priorities in order to further strengthen the Councils approaches to homelessness and homelessness prevention. As actions to take forward the priorities within the Strategy are progressed, individual impact assessments will be undertaken.</p> |
| Disability | x | | | <p>Data shows that of those people accessing Housing Support Grant funded services whose disability status is known, 43% report as having a disability. This high figure is likely to be connected to the fact that the Housing Support Grant is used to purchase a number of services specifically to support people with a disability, such as learning disability supported living and mental health floating support.</p> <p>In addition to specific services, people with a disability will have equal access to universal services such as the Prevention and Wellbeing Service.</p> |

| | | | |
|------------------------------|---|--|---|
| | | | <p>The consultation did not identify that this strategy would result in negative impacts for people due to their disability.</p> <p>The strategy is designed to ensure that the Council and its strategic partners are best placed to support individuals with housing related support needs and provides high level priorities in order to further strengthen the Council's approaches to homelessness and homelessness prevention. As actions to take forward the priorities within the Strategy are progressed, individual impact assessments will be undertaken.</p> |
| Gender reassignment | x | | <p>The Council has no data detailing how many people accessing Housing Support Services may have a gender that is different to that ascribed at birth.</p> <p>There are no services specifically for people whose gender is different to that which was ascribed at birth. However, having this protected characteristic does not prevent a person from having equal access to the services they are assessed as requiring.</p> <p>The consultation did not identify that this strategy would result in negative impacts for people due to their gender reassignment status.</p> <p>The strategy is designed to ensure that the Council and its strategic partners are best placed to support individuals with housing related support needs and provides high level priorities in order to further strengthen the Councils approaches to homelessness and homelessness prevention. As actions to take forward the priorities within the Strategy are progressed, individual impact assessments will be undertaken.</p> |
| Marriage & civil partnership | x | | <p>The Council has no data detailing how many people accessing Housing Support Services are married or in a civil partnership.</p> |

| | | | |
|-------------------------|---|--|---|
| | | | <p>There are no services specifically for people that are married or in a civil partnership. However, having this protected characteristic does not prevent a person from having equal access to the services they are assessed as requiring.</p> <p>The consultation did not identify that this strategy would result in negative impacts for people due to their marriage or civil partnership status.</p> <p>The strategy is designed to ensure that the Council and its strategic partners are best placed to support individuals with housing related support needs and provides high level priorities in order to further strengthen the Councils approaches to homelessness and homelessness prevention. As actions to take forward the priorities within the Strategy are progressed, individual impact assessments will be undertaken.</p> |
| Pregnancy and maternity | x | | <p>The Council has no data detailing how many people accessing Housing Support Services have a protected characteristic due to their pregnancy/maternity status.</p> <p>There are no services specifically for people that have a protected characteristic due to their pregnancy/maternity status. However having this protected characteristic does not prevent a person from having equal access to the services they are assessed as requiring.</p> <p>The consultation did not identify that this strategy would result in negative impacts for people due to their pregnancy/maternity status.</p> <p>The strategy is designed to ensure that the Council and its strategic partners are best placed to support individuals with housing related support needs and provides high level priorities in order to further strengthen the Councils approaches to homelessness and homelessness prevention. As actions to take forward the priorities within the Strategy are progressed, individual impact assessments will be undertaken.</p> |

| | | | |
|--------------------|---|--|--|
| Race | x | | <p>97% of people that accessed Housing Support Grant funded services whose race is known described themselves as white British. The second largest ethnic group are those from the Gypsy & Traveller community. There is a higher % of people that do not identify as white British that access the services funded through the Housing Support Grant than the population average of NPT according to the 2011 Census.</p> <p>Whilst we fund workers to specifically work with Gypsy & Traveller communities, we do not fund services specifically for other groups of people that have a protected characteristic due to their race. However, having this protected characteristic does not prevent a person from having equal access to the services they are assessed as requiring.</p> <p>The consultation did not identify that this strategy would result in negative impacts for people due to their race.</p> <p>The strategy is designed to ensure that the Council and its strategic partners are best placed to support individuals with housing related support needs and provides high level priorities in order to further strengthen the Councils approaches to homelessness and homelessness prevention. As actions to take forward the priorities within the Strategy are progressed, individual impact assessments will be undertaken.</p> |
| Religion or belief | x | | <p>The religion and belief status of 65% of people that accessed Housing Support Grant funded services is unknown. As such, it is hard to make any useful conclusions based on this data.</p> <p>There are no services specifically for people that have a protected characteristic due to their religion/belief. However, having this protected characteristic does not prevent a person from having equal access to the services they are assessed as requiring.</p> <p>The consultation did not identify that this strategy would result in negative impacts for people due to their religion or belief.</p> |

| | | | |
|--------------------|---|--|---|
| | | | <p>The strategy is designed to ensure that the Council and its strategic partners are best placed to support individuals with housing related support needs and provides high level priorities in order to further strengthen the Councils approaches to homelessness and homelessness prevention. As actions to take forward the priorities within the Strategy are progressed, individual impact assessments will be undertaken.</p> |
| Sex | x | | <p>Of those whose gender is known, 55% are male, so there is a relatively even split between males and females.</p> <p>Some services funded by the Housing Support Grant are delivered to specific genders such as our male domestic abuse outreach worker and the work Thrive undertake to support women who are sex working. Other services are accessible to all genders, such as the Community Independence Service.</p> <p>The consultation did not identify that this strategy would result in negative impacts for people due to their sex.</p> <p>The strategy is designed to ensure that the Council and its strategic partners are best placed to support individuals with housing related support needs and provides high level priorities in order to further strengthen the Councils approaches to homelessness and homelessness prevention. As actions to take forward the priorities within the Strategy are progressed, individual impact assessments will be undertaken.</p> |
| Sexual orientation | x | | <p>The sexuality of 61% of people that accessed Housing Support Grant funded services is unknown. As such, it is hard to make any useful conclusions based on this data.</p> <p>There are no services specifically for people that have a protected characteristic due to their sexuality. However having this protected characteristic does not prevent a person from having equal access to the services they are assessed as requiring.</p> |

| | | | |
|--|--|--|--|
| | | | <p>The consultation did not identify that this strategy would result in negative impacts for people due to their sexuality.</p> <p>The strategy is designed to ensure that the Council and its strategic partners are best placed to support individuals with housing related support needs and provides high level priorities in order to further strengthen the Councils approaches to homelessness and homelessness prevention. As actions to take forward the priorities within the Strategy are progressed, individual impact assessments will be undertaken.</p> |
|--|--|--|--|

What action will be taken to improve positive or mitigate negative impacts?

The Common Commissioning Unit monitor all services they commission, this should help to identify if the implementation of this Strategy is having a negative impact on people due to their protected characteristics. Furthermore, providers of services are required to implement monitoring systems, which should also help to identify if the implementation of this Strategy is having a negative impact on people due to their protected characteristics.

The Common Commissioning Unit collect and analyse outcome data for the services funded through the Housing Support Grant, this should help to identify if the implementation of this Strategy is having a negative impact on people due to their protected characteristics.

There is a requirement to undertake a two year review of the strategy, which will involve feedback and consultation with stakeholders, this should help to identify if the implementation of this Strategy is having a negative impact on people due to their protected characteristics.

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

| Public Sector Equality Duty (PSED) | + | - | +/- | Why will it have this impact? |
|---|---|---|-----|---|
| To eliminate discrimination, harassment and victimisation | x | | | The Strategy supports this duty as one of the key outcome areas for the Housing Support Grant is reducing crime and disorder. The priorities in the plan, such as <i>'We will build on, and further develop strategic partnerships with agencies to help us develop and implement robust responses for those threatened with, or experiencing homelessness, including high risk clients, such as young people, ex-offenders, those with mental health issues and other complex needs'</i> supports this PSED duty. |
| To advance equality of opportunity between different groups | x | | | The strategy supports this duty as one of its key outcomes is to support people to overcome challenges in keeping their tenancies and help prevent homelessness. This ensures that there is equality of opportunity for people to have secure and safe accommodation. The Housing Support Grant is also used to provide specific support to groups of people that can be marginalised such as women who undertake sex work and members of the Gypsy & Traveller communities. The priorities within the plan such as <i>'We will ensure all staff are appropriately trained to deliver a high quality trauma informed service that that is person centred and takes into account the specific needs and strengths of the clients'</i> supports this PSED duty. |
| To foster good relations between different groups | x | | | The strategy supports this duty as the Housing Support Grant helps people to overcome challenges in keeping their tenancies (for example help reduce a person's ASB) and helps prevent homelessness. One of the key outcome areas for Housing Support Grant funded services is reducing social exclusion and reducing isolation. The Housing Support Grant is also used to provide specific support to groups of people that can be marginalised such as women who undertake sex work and members of the Gypsy & Traveller communities. The priorities within the plan such as <i>'We will build on, and further develop strategic partnerships with agencies to help us develop and implement robust responses for those threatened with, or experiencing homelessness, including high risk clients, such as young people, ex-</i> |

| | | | | |
|--|--|--|--|--|
| | | | | <i>offenders, those with mental health issues and other complex needs</i> supports this PSED duty. |
|--|--|--|--|--|

What action will be taken to improve positive or mitigate negative impacts?

The Common Commissioning Unit monitor all services they commission, this should help to identify if the implementation of this Strategy is having a negative impact on PSED. Furthermore providers of services are required to implement monitoring systems, which should also help to identify if the implementation of this Strategy is having a negative impact on PSED.

The Common Commissioning Unit collect and analyse outcome data for the services funded through the Housing Support Grant, this should help to identify if the implementation of this Strategy is having a negative impact on PSED.

There is a requirement to undertake a two year review of the strategy, which will involve feedback and consultation with stakeholders, this should help to identify if the implementation of this Strategy is having a negative impact on PSED.

4. Socio Economic Duty

| Impact | Details of the impact/advantage/disadvantage |
|--------------------|---|
| Positive/Advantage | <p>This strategy will have a positive impact on the Council meeting its socio-economic duty, as the strategy is designed to ensure that the Council and its strategic partners are best placed to support individuals with housing related support needs and provides high level priorities in order to further strengthen the Councils approaches to homelessness and homelessness prevention.</p> <p>Priorities such as the below helps to improve the impacts of inequality of outcomes of those who are considered to have a socio-economic disadvantage:</p> |

| | |
|-----------------------|--|
| | <ul style="list-style-type: none"> • We will ensure services available to deliver targeted prevention for high risk clients, including young people, ex-offenders, those with mental health issues and other complex needs. • We will look at how people currently access services and explore the potential to shift more resources from crisis interventions to prevention. • We will ensure all staff are appropriately trained to deliver a high quality trauma informed service that that is person centred and takes into account the specific needs and strengths of the clients. • We will build on, and further develop strategic partnerships with agencies to help us develop and implement robust responses for those threatened with, or experiencing homelessness, including high risk clients, such as young people, ex-offenders, those with mental health issues and other complex needs. |
| Negative/Disadvantage | |
| Neutral | |

What action will be taken to reduce inequality of outcome

The Common Commissioning Unit monitor all services they commission, this should help to identify if the implementation of this Strategy is having a negative socio-economic impact on people. Furthermore providers of services are required to implement monitoring systems, which should also help to identify if the implementation of this Strategy is improving the impacts of inequality of outcomes of those who are considered to have a socio-economic disadvantage:

The Common Commissioning Unit collect and analyse outcome data for the services funded through the Housing Support Grant, this should help to identify if the implementation of this Strategy is improving the impacts of inequality of outcomes of those who are considered to have a socio-economic disadvantage:

There is a requirement to undertake a two year review of the strategy, which will involve feedback and consultation with stakeholders, this should help to identify if the implementation of this Strategy is improving the impacts of inequality of outcomes of those who are considered to have a socio-economic disadvantage.

5. Community Cohesion/Social Exclusion/Poverty

| | + | - | +/- | Why will it have this impact? |
|--------------------|---|---|-----|--|
| Community Cohesion | x | | | Priorities within the strategy such as <i>'we will build on, and further develop strategic partnerships with agencies to help us develop and implement robust responses for those threatened with, or experiencing homelessness, including high risk clients, such as young people, ex-offenders, those with mental health issues and other complex needs'</i> , will support this objective. |
| Social Exclusion | x | | | A key outcome area for Housing Support Grant funded services includes reducing social exclusion and reducing isolation. Priorities within the Strategy, such as <i>'we will build on, and further develop strategic partnerships with agencies to help us develop and implement robust responses for those threatened with, or experiencing homelessness, including high risk clients, such as young people, ex-offenders, those with mental health issues and other complex needs'</i> , will support this objective. |
| Poverty | x | | | A key outcome area for Housing Support Grant funded services includes tackling poverty. Priorities within the Strategy, such as <i>'we will work with RSL partners and Private Sector Landlords to continue to increase the supply of suitable and affordable accommodation'</i> , will support this objective |

What action will be taken to improve positive or mitigate negative impacts?

The Common Commissioning Unit monitor all services they commission, this should help to identify if the implementation of this Strategy is having a negative impact on these objectives. Furthermore providers of services are required to implement monitoring systems, which should also help to identify if the implementation of this Strategy is having a negative impact on these objectives.

The Common Commissioning Unit collect and analyse outcome data for the services funded through the Housing Support Grant, this should help to identify if the implementation of this Strategy is having a negative impact on these objectives.

There is a requirement to undertake a two year review of the strategy, which will involve feedback and consultation with stakeholders, this should help to identify if the implementation of this Strategy is having a negative impact on these objectives.

6. Welsh

| | + | - | +/- | Why will it have this effect? |
|--|---|---|-----|---|
| What effect does the initiative have on: – people’s opportunities to use the Welsh language | x | | | The strategy will be available in Welsh. Services funded by the Housing Support Grant will be delivered in both Welsh and English. |
| – treating the Welsh and English languages equally | x | | | The strategy will be available in Welsh. Services funded by the Housing Support Grant will be delivered in both Welsh and English. |

What action will be taken to improve positive or mitigate negative impacts?

The Common Commissioning Unit monitor all services they commission, this should help to identify if the implementation of this Strategy is having a negative impact on the Welsh Language. Furthermore providers of services are required to implement monitoring systems, which should also help to identify if the implementation of this Strategy is having a negative impact on the Welsh Language.

The Common Commissioning Unit collect and analyse outcome data for the services funded through the Housing Support Grant, this should help to identify if the implementation of this Strategy is having a negative impact on the Welsh Language.

There is a requirement to undertake a two year review of the strategy, which will involve feedback and consultation with stakeholders, this should help to identify if the implementation of this Strategy is having a negative impact on the Welsh Language.

7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

| Biodiversity Duty | + | - | +/- | Why will it have this impact? |
|--|----------|----------|------------|---|
| To maintain and enhance biodiversity | | | x | NA - It is not expected that the strategy will have any adverse effect on biodiversity or ecosystem resilience. |
| To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc. | | | x | NA - It is not expected that the strategy will have any adverse effect on biodiversity or ecosystem resilience. |

What action will be taken to improve positive or mitigate negative impacts?

N/A

8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

| Ways of Working | Details |
|--|---|
| i. Long term – looking at least 10 years (and up to 25 years) ahead | A key aim of the Strategy is to ensure that people have access to long term sustainable housing and to reduce repeat episodes of homelessness. Priorities within the strategy, such as taking forward the Rapid Rehousing Plan, will help this wellbeing objective as it intends to provide stable housing with multi-agency support to prevent repeat episodes of homelessness and reduce the need for temporary accommodation, which will have a long term positive impact. |
| ii. Prevention – preventing problems occurring or getting worse | The wellbeing objective of prevention underpins the Strategy. The intention of the strategy is to prevent homelessness wherever possible. A key priority within the strategy is strengthening approaches to early intervention and prevention, which includes the targeting of preventative services to high risk groups and shifting resources from crisis interventions to prevention. |
| iii. Collaboration – working with other services internal or external | Working in partnership is a key priority within the strategy, including building on the Council’s strategic partnerships to implement robust responses for those threatened with or experiencing homelessness. |
| iv. Involvement – involving people, ensuring they reflect the diversity of the population | The strategy was subject to 90 day consultation. An action within the plan is for the Council to work with service users and stakeholders to implement mechanisms for co-production and engagement to inform the development of services. |

| | |
|---|---|
| v. Integration – making connections to maximise contribution to: | These services are underpinned by the values and principles of the Housing Support Grant and the Well-Being of Future Generations Act 2015 and the Council’s wellbeing objectives. |
| Council’s well-being objectives | To improve the well-being of all adults who live in the county borough by delivering services that prevent homelessness, improve independence and help those experiencing homelessness. |
| Other public bodies objectives | Street Vulnerable Multi Agency Risk Assessment Committee, Area Planning Board, Community Safety Partnership, Homelessness review & strategy, VAWDASV strategy and leadership group. |

9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

The Common Commissioning Unit monitor all services they commission, this should help to identify if the implementation of this Strategy is having a negative impact on the five ways of working. Furthermore providers of services are required to implement monitoring systems, which should also help to identify if the implementation of this Strategy is having a negative impact on the five ways of working.

The Common Commissioning Unit collect and analyse outcome data for the services funded through the Housing Support Grant, this should help to identify if the implementation of this Strategy is having a negative impact on the five ways of working.

There is a requirement to undertake a two year review of the strategy, which will involve feedback and consultation with stakeholders, this should help to identify if the implementation of this Strategy is having a negative impact on the five ways of working.

10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

| | Conclusion |
|---|--|
| Equalities | The indication is that the Strategy will have a positive impact; however, processes are in place to review whether the Strategy is delivering the intended outcomes and is not creating any unintended negative consequences for people with a protected characteristic. |
| Socio Economic Disadvantage | The indication is that the Strategy will have a positive impact, however processes are in place to review whether the Strategy is delivering the intended outcomes and not creating any unintended negative consequences for people in regards to social economic disadvantages. |
| Community Cohesion/ Social Exclusion/Poverty | The indication is that the Strategy will have a positive impact, however processes are in place to review whether the Strategy is delivering the intended outcomes and not creating any unintended negative consequences for people in regards to community cohesion, social exclusion and/or poverty. |
| Welsh | The indication is that the Strategy will have a positive impact, however processes are in place to review whether the Strategy is delivering the intended outcomes and not creating any unintended negative consequences for people in regards to their use of the Welsh Language. |
| Biodiversity | N/A |
| Well-being of Future Generations | The indication is that the Strategy will have a positive impact, however processes are in place to review whether the Strategy is delivering the intended outcomes and not creating any unintended negative consequences for people in regards to the five ways of working. |

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised x
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative

No negative impacts identified at this stage and the indication is that the impact will be positive.

Processes are in place to monitor the impact for any unintended negative consequences.

The consultation did not identify that the Strategy would lead to negative impacts.

11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

| Action | Who will be responsible for seeing it is done? | When will it be done by? | How will we know we have achieved our objective? |
|--|--|---|--|
| The Common Commissioning Unit to monitor all services they commission | PO Commissioning | Annually | Monitoring Report |
| Providers of services to implement monitoring systems | Provider | In line with Welsh Government timetable | Monitoring and outcome reports |
| Undertake two year review of the strategy | PO Commissioning | 2024 | Strategy review document |
| Analyse outcome data for the services funded through the Housing Support Grant | PO Commissioning | In line with Welsh Government timetable | Outcome reports |

12. Sign off

| | Name | Position | Signature | Date |
|----------------------|---------------|--------------------------|------------------|-------------|
| Completed by | Andrew Potts | Commissioning Officer | A. Potts | 25.08.22 |
| Signed off by | Angela Thomas | Head of Service/Director | A. Thomas | 25.08.22 |