

**EQUALITY IMPACT ASSESSMENT
REPORT NO 316/19 SCHEDULE 2 APPENDIX 3**

SCREENING DOCUMENT

Name of Proposal

Rapid Rehousing Transition Plan

Lead Department/Service

Communities - Housing

What is the aim of the proposal?

The Rapid Rehousing Transition Plan (RRTP) is a planning framework for local authorities and their partners to transition to a rapid rehousing approach. The RRTP 2019-24 aims to ensure people who experience homelessness reach a settled housing option as quickly as possible.

Is this a new or a review of an existing policy, procedure, function or report?

This is a new policy however pulls together a number of actions from existing strategies.

Screening Process

1. Has the proposal already been assessed for its impact on age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? If yes, go to 1 a. If no, go to 1 b. - No

1 a. Unless there have been significant changes, no further action is required. Please add your name, position and date below at 3.

1 b. Does the proposal involve or have consequences for the people the council serves or employs? If yes, go to 2. If no, go to 1 c. - Yes

1 c. Please state why not

The proposal is not relevant and no further action is required. Sign and date below at 3.

2. Is the proposal relevant to one or more of the protected characteristics? If yes, go to 2 a. If no, go to 2 b. - Yes

2 a. Proceed to Step 1 of the Full Equality Impact Assessment on page 2.

2 b. Please state why not

The proposal not relevant and no further action is required. Add your name, position and date below at 3.

3. Name:

Position:

Date:

FULL EQUALITY IMPACT ASSESSMENT

Step 1

Are there any statutory legal requirements affecting this proposal? If so please describe.

The powers and duties of local authorities in dealing with applications made under the grounds of homelessness are set out in Part II of the Housing (Scotland) Act 1987 (as amended by the 2001, 2003 and 2010 Acts). The Housing (Scotland) Act 1987, as amended up to and including the Housing (Scotland) Act 2014 sets out the legal framework in which social landlords must allocate housing. Although not a statutory legal requirement, the cornerstone recommendation from the Scottish Government-appointed Homelessness & Rough Sleeping Action Group was for all 32 local authorities to plan a transition to a rapid rehousing approach within a 5-year planning cycle.

Scotland's transition to a rapid rehousing approach represents significant culture and systems change in how we respond to homelessness and for the expectations of people affected by it.

The vision for rapid rehousing is:

- A settled, mainstream and sustainable housing outcome as quickly as possible;
- Time spent in any form of temporary accommodation reduced to a minimum, with the fewer transitions the better;
- When temporary accommodation is needed, the optimum type is mainstream, furnished and within a community.

And for people with multiple needs beyond housing:

- Housing First is the first response for people with severe and multiple disadvantages;
- Highly specialist provision within small, shared, supported and trauma informed environments if mainstream housing, including Housing First, is not possible or preferable. These units may be better aligned with the broader health and social care strategy and commissioning frameworks.

Step 2

What data/research is available to assess the likely impact of the proposal?

People with lived experience of homelessness tell us that being able to access housing quickly, with the right level of support and security is fundamental to moving on from being homeless; and the international evidence shows that what works in tackling homelessness is to ensure that people are quickly given access to settled accommodation.

Workshop sessions and locality focus groups were well attended with representation from housing staff, RSL partners, community justice partners, health and social care partners, tenants and 3rd sector support providers. These sessions focussed on two key discussion points, "What are the current barriers for moving people on from temporary accommodation or homelessness?" and "How do we achieve Rapid Rehousing in Angus?"

This inclusive approach to consultation ensures the priorities and action plan are based on robust evidence and reflective of a range of views on how best to tackle homelessness in Angus. There were no equality issues raised as part of the consultation.

There were 741 homeless applications made in 2017/18, 557 of which Angus Council had a legal duty to find settled accommodation. Analysis of homeless applications and outcomes shows that that current lets from both the social and private sector currently meet around 81% of new homelessness demand meaning there is a gap between demand and supply of 108 lets. If we were to meet this gap from social housing allocations alone, we have identified a required increase from around 31% of all social housing allocations to homeless households to 58%. This would potentially impact of the % of lets to other waiting list groups, including those with protected characteristics. However, the rapid rehousing transition plan has identified actions to increase the focus on the prevention of homelessness and to increase access to other housing options which is expected to result in a reduction in % of lets to homeless households as the plan is implemented.

Step 3

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

Age X 28% of homeless applications in 2017/18 were from young people aged between 16 and 25. Adverse childhood experiences are known to be one of the root causes of youth homelessness and further work is required, alongside community planning, health and other partners to develop a shared strategy to address youth homelessness; to consider how, in partnership, we can tackle underlying issues that lead to homelessness and develop a youth work approach to support young people to build positive relationships and resilience preventing homelessness and sustaining future accommodation. It is anticipated that a strategy targeted towards addressing youth homelessness will have a positive impact on this age group.

Disability X The proportion of homeless cases with severe and multiple disadvantages (SMD) or complex support needs who would benefit from a Housing First approach to rehousing is expected to be around 6% with only around 2% of cases identified as requiring residential or supported accommodation. Currently there is no Housing First provision in Angus. Introducing this model of intensive support in Angus will ensure households with complex needs can access personalised, open-ended, flexible support to end their experience of repeat homelessness and address their wider needs.

As identified in step 2, increasing the percentage of lets to homeless households may impact on other housing register applicants, including those with a disability who are in unsuitable housing.

Gender X There are relatively equal proportions of homeless applications made from males and females (52% males; 48% females). However females are disproportionately represented in the number of applications received as a result of domestic violence. 52% of applications in 2017/18 cited the breakdown of a relationship or being asked to leave family or friends' homes, of these applications, 33% reported violence or abuse as a contributing factor. We are committed to reviewing the delivery of services aimed at preventing homelessness for women and children experiencing domestic or sexual abuse in line with the recommendations from the Change, Justice, Fairness Report. Similarly, 100% of people who made a homeless application in 2017/18 from prison were male. An action has been identified within the plan to review the prison protocol and implement the SHORE standards in Angus by April 2019.

Gender Re-assignment _____

Pregnancy/maternity X 70% of homeless applications in 2017/18 were from single person households. 187 (25%) were from households with children. 70% (131) of households with children were single parent households, which also amounts to almost 18% of all applications. The actions identified in the rapid rehousing transition plan do not affect households with children differently from single person households. The impact of increasing allocations to homeless households is not likely to impact on existing waiting list applicants who have children as the demand and pressures arising from homeless need is for smaller, single person accommodation.

Marriage and civil

Partnership X Relationship breakdown continues to be the most common reason for homeless applications, 52% of applications in 2017/18 cited the breakdown of a relationship or being asked to leave family or friends' homes, supporting a need for the introduction of mediation or conflict resolution intervention, identified as an action within the rapid rehousing transition plan to increase the focus on the prevention of homelessness.

Race _____

Religion and belief _____

Sexual orientation _____

Step 4

Is there evidence to suggest that any part of the proposal could unlawfully discriminate against people? If so, how?

No – all applications will be processed in accordance with legislation.

Step 5

Can the proposal be seen to favour one section of the community

Yes X No

or deny opportunities to another?

Yes No

If yes, please give details.

As per Steps 2 and 3.

We have a statutory requirement under the Housing (Scotland) Act 2014 to give reasonable preference to allocate housing to homeless persons with unmet housing needs. To ensure homeless households get through the homeless system faster and can access existing housing, there is a requirement to increase % of lets to homeless households. We have identified a required increase from around 31% of all social housing allocations to homeless households to 58% in Year 1. However other measures and actions identified as part of the plan intend to minimise the impact on other households with unmet housing needs. Increasing supply and increasing access to other housing options, as well as allowing households with a need for 1 bedroom accommodation to bid on 2 bed properties will ensure that the impact on other waiting list applicants is minimised. Focusing on prevention activities is expected to reduce homeless applications and the % of lets to homeless applications will be reviewed annually and is expected to decrease as demand reduces.

The review of our common allocations policy and priority groups ensures allocations are fair and transparent. Allocations will be robustly monitored to ensure other priority groups, as identified in Step 3, are not disadvantaged as a result of the proposals.

Step 6

Does the proposal advance or restrict equality?

Yes No

If yes, give details

The proposals advance equality because they support people who may have protected characteristics to support needs, homeless or at risk of homelessness, to access housing quickly, with the right level of support and security.

There is a potential for the proposal to increase % of lets to homeless households to restrict equalities for other waiting list applicants who may have protected characteristics however it is anticipated that the proposals as a whole will reduce the requirements to increase % of lets of homeless applicants over time.

Step 7

Are there any other actions which could have been taken to enhance equality of opportunity?

If so please state - No

Step 8

Based on the work you have done, rate the level of relevance being allocated to this proposal.

High Medium Low Unknown Positively

Step 9

If during **Steps 3 - 6** there has been an adverse impact identified, consider whether this can be justified.

Yes No

If yes please give details.

The proposals identified within the rapid rehousing transition plan are required to address homeless needs in Angus. Any impact on other waiting list applicants will be robustly monitored as part of the implementation of the plan.

If no, consider alternative ways of delivering the proposal to minimise negative impact or eliminate unlawful discrimination. Give details of the changes to be made to the proposal.

n/a

Step 10

Do you need to carry out a further impact assessment?

Yes No

If yes, what actions do you need to take?

Step 11

Make arrangements to monitor and review the impact assessment.

The equalities impact assessment will be reviewed at least annually during the life of the RRTP.

Step 12

Publish impact assessment.

Where will the Equality Impact Assessment be published?

This assessment will accompany a committee report detailing the final RRTP and will be available to the public on the council's website.

Please state your name, position and date, and forward this pro forma either to your designated Equality Impact Assessment Co-ordinator, or if it refers to a committee report, it should be forwarded with the report to committee services.

Name: Lynsey Dey

Position: Housing Options Coordinator / Team Leader (Housing Policy)

Date: 15/4/2019

For additional information and advice please contact:

the Equalities Officer - Tel: 01307 476058 or E-mail: Equalities@angus.gov.uk