

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	Executive Committee
Date:	18 September, 2017
Subject:	Sensitive Allocations Policy for Council Housing
Portfolio Holder(s):	Councillor Alun Mummery
Head of Service:	Shan Lloyd Williams
Report Author: Tel: E-mail:	Elliw Llyr 01248 752137 ElliwLlyr@ynysmon.gov.uk
Local Members:	Not applicable

A –Recommendation/s and reason/s
<p>It is recommended that the Executive Committee:</p> <p>R1. Approve the Sensitive Allocations Policy for a period of two years and that the Housing Services Board assesses the Policy’s impact within one year.</p> <p>R2. Approve the implementation of the Policy on specific estates will be the responsibility of the Head of Housing Services in consultation with the Portfolio Holder.</p> <p>Reasons</p> <p>The Sensitive Allocations Policy is a proactive means of allocating Council property and will apply to specific areas on the Island and will sit alongside the Council’s Common Allocations Policy and the Council’s Anti-social Behaviour Strategy.</p> <p>1.0 Background</p> <p>The Council’s Common Allocations Policy was approved by the Executive Committee on 25 February 2016 as the overarching policy for the allocation of Social Housing and also applies to Housing Associations which are active on the Island.</p> <p>Overview of the Policy</p> <p>As noted above, this Policy proactively addresses issues which exist on certain estates on the island, for instance, anti-social behavior can affect the image of some areas for specific periods.</p>

This Policy is intended to provide additional reassurance to that provided in the Common Allocations Policy with regard to achieving balance and social inclusion on our estates. This Policy can be implemented on any Council Housing estate on the Island at any time and the criteria for assessing candidates to ensure that they apply for these schemes are listed.

Should an individual who has been refused based on the eligibility criteria of the Policy wish to appeal, he/she is free to do so and an impact assessment has been carried out on the implications of this Policy.

The Portfolio Holder for Housing is supportive of this Policy as well as feedback from Ynys Mon Tenants Panel (MOTV), who have received information on the principles of this Policy.

B – What other options did you consider and why did you reject them and/or opt for this option?

Although there is a risk that property will remain vacant for longer periods, the long term risk of being unable to allocate housing and that image of some estates deteriorating further, is greater.

C – Why is this a decision for the Executive?

This Sensitive Allocations Policy is an additional resource to the Common Allocations Policy and the Anti-social Behaviour Strategy.

D – Is this decision consistent with policy approved by the full Council?

The Common Allocations Policy has already been approved, this is an additional resource.

DD – Is this decision within the budget approved by the Council?

The Policy is in line with the Housing Revenue Plan and will be monitored for any loss of rent implications due to longer re-let period

E – Who did you consult?		What did they say?
1	Chief Executive / Strategic Leadership Team (SLT) (mandatory)	No further comments
2	Finance / Section 151	No further comments

	(mandatory)	
3	Legal / Monitoring Officer (mandatory)	No further comments
4	Human Resources (HR)	
5	Property	
6	Information Communication Technology (ICT)	
7	Scrutiny	
8	Local Members	
9	Any external bodies / other/s	

F – Risks and any mitigation (if relevant)		
1	Economic	Positive impact
2	Anti-poverty	Positive impact
3	Crime and Disorder	Positive impact
4	Environmental	Positive impact
5	Equalities	
6	Outcome Agreements	N/A
7	Other	N/A

FF - Appendices:
Attachment 1: Equality Impact Assessment

G - Background papers (please contact the author of the Report for any further information):
Common Allocations Policy http://democratiaeth.ynysmon.gov.uk/documents/s10296/Polisi%20Tai%20Cyffredin.pdf?LLL=1

IACC
Sensitive Allocations Policy
Version v0.4

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Revision history

Version	Date	Summary of changes
0.1	18/07/18	
0.2	30/08/17	
0.3	31/08/17	Amendments to reflect Legal comments and Senior Leadership Team
0.4	07/09/17	Amendments to reflect comments from Housing Services Board

Next review date	
The policy will be reviewed on:	
The review will be conducted by:	

Contact details:

Housing Services, Council Offices, Llangefni, Anglesey, LL77 7TW

01248 752200

adrantai@ynysmon.gov.uk

We are happy to provide this information in alternative formats on request - please use the contact details above.

This document is available in English.

Mae'r ddogfen hon ar gael yn y Gymraeg.

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1.0 Introduction

- 1.1** This Policy provides information on how Housing Services will allocate housing in specific blocks for estates on Anglesey. Section 14.4 of the Isle of Anglesey County Council [IACC] Common Housing Allocations Policy, July 2016 states that a Sensitive Lettings Policy can be introduced, should the need arise.
- 1.2** The Housing Act 1996, requires local authorities to have a written policy that determines the priorities and the procedures to be followed in letting housing. Whilst reasonable preference must be given to defined groups, section 167(2E) enables authorities to let properties to people of a particular description where there is a clear need for the approach. This provides flexibility to ensure balanced communities, sustainable tenancies and a reduction in anti-social behaviour.

2.0 Purpose

- 2.1** This policy details how IACC will implement a Sensitive Allocations Policy for the allocation of specific blocks of flats owned by IACC.
- 2.2** A sensitive allocations scheme provides flexibility with regard to policies which have already been approved. This policy is intended to promote the area and community cohesion, reduce the number of voids and increase the sustainability of tenancies.
- 2.3** The justification for the policy is that IACC have experienced management problems in the past such as an increase in anti-social behaviour and difficulties to re-let certain blocks of flats. IACC aim through the introduction of this Policy to create more sustainable communities and eliminating anti-social behaviours.

3.0 Scope

- 3.1** This policy applies to applicants for accommodation on the IACC 's Common Housing Register. <http://www.ynysmon.gov.uk/tai/tai-cyngor/sut-ydw-in-ymgeisio-am-dy-cymdeithasol/>.

4.0 Duties and responsibilities

- 4.1** It is the Head of Housing Services in consultation with the Portfolio Holder, who has the authority to determine where and when the Policy is implemented.
- 4.2** The Community Services Housing Manager is responsible for ensuring that this policy is being implemented effectively and that staff are appropriately trained in the procedures that apply to this policy.

5.0 Policy Detail

- 5.1** Implement the policy in a property / apartment blocks where IOACC have been experiencing management problems such as an increase in anti-social behaviour, community tension and difficulties to re-let certain blocks of flats / properties.
- 5.2** IACC's Common Housing Allocations Policy outlines the eligibility criteria for joining the housing register.

5.3 Applications for allocations on the flats will be administered through IACC's Common Housing Register in accordance with the criteria in the Common Allocations Policy and the Sensitive Allocations Policy.

5.4 Applicants will be advised that the Sensitive Allocations Policy applies to the flats and that applicants will need to satisfy the criteria specified below in order to be considered for an allocation.

5.5 Allocation Priorities

Properties on the ground floor of the flats, will be allocated in accordance with the following criteria:

Applicants will be considered in the following order of priority:

- Priority 1 – Applicants aged 60+ who have physical / mobility issues and are working.
- Priority 2 – Applicants aged 60+ who have physical / mobility issues
- Priority 3 – Applicants aged 55+ who have physical / mobility issues and are working.
- Priority 4 – Applicants aged 55+ who have physical / mobility issues
- Priority 5 - In cases where there are no eligible applicants in priority groups 1-4, the priority age will be reduced by five years e.g. 50+, then 45+ etc. and priority within the age group will continue to be given to those with physical / mobility issues and are working followed by applicants who have physical / mobility issues who are not working.
- Priority 6 - In cases where there are no eligible applicants in priority groups 1-5, applicants will be considered in the following order of priority:
 - Priority 6 (a) Applicants aged 60+ and are working
 - Priority 6 (b) Applicants aged 60+
 - Priority 6 (c) Applicants aged 55+ and are working
 - Priority 6 (d) Applicants aged 55+
- Priority 7 - In cases where there are no eligible applicants within priority groups 1-6, the priority age will be reduced by five years e.g. 50+, then 45+ etc. and priority within the age group will continue to be given to those who are working.

5.6 Properties located on floors other than the ground floor in the flats, will be allocated in accordance with the following criteria.

Applicants will be considered in the following order of priority:

- Priority 1 - Applicants aged 60+ and are working
- Priority 2 - Applicants aged 60+
- Priority 3 - Applicants aged 55+ and are working
- Priority 4 – Applicants aged 55+
- Priority 5 - In cases where there are no eligible applicants in priority groups 1-4, the priority age will be reduced by five years e.g. 50+, then 45+ etc. and priority within the age group will continue to be given to those who are working.

If there are two or more applicants in each category, priority will be given by date order of receiving the applications.

5.7 For the purpose of this policy, applicants who work are:

- Applicants who have been in paid employment (whether employed or self-employed) for a period of at least 12 months.
- Applicants who are undertaking training or are participating in a return to work initiative. These can be either voluntary or compulsory initiatives which are designed to support individuals who are not in work but who are committed to finding employment, by providing access to training or work experience.

6.0 Eligibility

6.1 To be considered for the flats, the applicant must satisfy the following criteria:

- If the applicant has previously held a tenancy, it is essential that he/she provides a reference from a previous landlord.
- The applicant must not have any outstanding rent arrears with previous landlords
- The applicant must not have caused damage or incurred any rechargeable repairs to any previous landlords
- The applicant must not have a record of antisocial behaviour or nuisance with any previous landlords.
- The applicant must not have abandoned either a Local Authority or RSL property
- Applicants who have criminal convictions, may be refused if there is concern that their behaviour has not improved and that this will affect the estate and the neighbourhood.
- IACC reserves the right to undertake a police check in accordance with existing protocols.
- IACC will require applicants to provide references from two professionals who have known the applicant for at least 2 years.
- Prospective tenants must attend an interview and undergo a financial / benefits check in order to establish their financial position and their suitability for the scheme. Applicants will be required to demonstrate during the interview that they understand their responsibility as a tenant.
- An offer will not be made if IACC is of the opinion that the applicant will not be able to successfully sustain their tenancy.
- IACC will require that applicants with support needs have an approved and adequate support package in place.
- Applicants must not have dogs.

7.0 Policy management

7.1 IACC reserves the right to be flexible and to consider waving some of the conditions in exceptional circumstances. For example: allowing guide dogs or reviewing the applicant's convictions.

7.2 Applicants will have the right of appeal against a decision of non-eligibility in accordance with the following processes:

- review of the application and the short listing process will be undertaken in accordance with the review and appeals procedures of the IACC Common Housing Allocations Policy.

7.3 IACC's objective is to prevent any instances of anti-social behaviour by creating a selective policy for the allocation and management of housing at the flats.

7.4 IACC operates a zero-tolerance policy towards anti-social behaviour or substance misuse. Instances of anti-social behaviour or nuisance will not be tolerated and will be addressed promptly

- 7.5 New tenants will receive a 12-month Introductory Tenancy and home visits will be conducted on a regular basis to determine whether they are suitable to continue the tenancy.
- 7.6 If there is sufficient demand, IACC will advertise the flats and any new applicants will be assessed according to the Sensitive Allocations Policy.

8.0 Policy monitoring

- 8.1 The policy will be implemented in the first instance for a period of 2 years with an option to extend when it is reviewed.
- 8.2 The policy will be reviewed by the Housing Service Management Team every 6 months against the outcomes and objectives of IACC's Common Housing Register.
- 8.3 IACC will use the following as measure of success:
- Property turnover
 - Number of attempts to let a property
 - Average void time
 - Rent loss
 - The average length of tenancy
 - Anti-social Behaviour

9.0 Outcomes

- 9.1 Developing a balanced and sustainable community that will increase customer satisfaction and retention
- 9.2 Improved relationship between the tenant and landlord
- 9.3 Reduce the number of vacant units and rental loss.
- 9.4 Reduce the turnaround time for allocating housing by improving the quality of the living environment and reducing anti-social behaviour through robust processes and by working in partnership.
- 9.5 Ensure that the best use is made of IACC's housing stock.

Risks

- 10.1 The risk that non-implementation of the Sensitive Lettings Policy could lead to properties being vacant for long periods of time and loss in rental income.
- 10.2 The risk that long-term vacant properties and persistent examples of anti-social behaviour could harm IACC's reputation as a landlord.
- 10.3 The Council has a duty to conform with the Future Generations and Well-Being Act. Non-implementation of this Policy may also lead to non-compliance of this Act.

11. Policy review

- 11.1 The Housing Service Board will monitor this policy in a year with a view to reviewing it within 2 years.
- 11.2 other instances where the Policy may need to be reviewed include amendments to legislation, Common Housing Allocations Policy or any other IACC corporate policy changes.

12. Equality and Diversity

Please find attached an Equality Impact Assessment.

Isle of Anglesey County Council - Equality Impact Assessment Template

Revision history:		
Version	Date	Summary of changes
V1	01/09/2017	First version

Step 1: Background	
1 - What are you assessing?	Sensitive Allocations Policy
2 - Is this a new or existing proposal?	New
3 - What are the aims and purpose of this proposal?	<p>This Policy provides information on how Housing Services will allocate housing in specific blocks for estates on Anglesey. Section 14.4 of the Isle of Anglesey County Council [IACC] Common Housing Allocations Policy, July 2016 states that a Sensitive Lettings Policy can be introduced, should the need arise</p> <p>This policy details how IoACC will implement a Sensitive Allocations Policy for the allocation of specific blocks of flats owned by IoACC. A sensitive allocations scheme provides flexibility with regard to policies which have already been approved. This policy is intended to promote the area and community cohesion, reduce the number of voids and increase the sustainability of tenancies.</p> <p>The justification for the policy is that IoACC have experienced management problems in the past such as an increase in anti-social behaviour and difficulties to re-let certain blocks of flats. IoACC aim through the Introduction of this Policy to create more sustainable communities and to eliminate anti-social Behaviours which are compromising the wellbeing of compliant tenants</p>

Step 1: Background	
4 - Who is responsible for the proposal you are assessing?	Elliw Llyr – Service Manager – Housing Strategy and Policy
5 - Who is the Lead Officer for this assessment?	Llinos Wyn Williams – Service Manager – Community Housing
6 - Who else is involved in undertaking this assessment?	None
7 - Is the proposal related to other areas of work? For example, are there other proposals of policies that should be taken into consideration as part of this assessment?	<p>The proposal is in relation to the Housing Common Allocations Policy and is a change in decision making when dealing with certain blocks of flat / properties on the Island.</p> <p>They include the following properties:</p> <ul style="list-style-type: none"> • Peibio Close, Holyhead numbers 1 to 41 • Ty'n Caeau, Llanfairpwll numbers 9 to 30 • Ger y Graig, Llangefni numbers 1 to 36 (but not number 37) • Llawr y Dref, Llangefni numbers 6 to 29 <p>Outcomes</p> <p>Developing a balanced and sustainable community that will increase customer satisfaction and retention</p> <p>Improved relationship between the tenant and landlord</p> <p>Reduce the number of vacant units and rental loss.</p> <p>Reduce the turnaround time for allocating housing by improving the quality of the living environment and reducing anti-social behaviour through robust processes and by working in partnership.</p> <p>Ensure that the best use is made of IACC's housing stock.</p>

Step 1: Background

8 - Who would be affected by the proposal(s) (adversely or positively, directly or indirectly)?

Prospective tenants or transferring existing tenants who have stipulated they are keen to reside in Llangefni, Holyhead or Llanfairpwll which may be on one of the following estates:

- Peibio Close, Holyhead numbers 1 to 41
- Ty'n Caeau, Llanfairpwll numbers 9 to 30
- Ger y Graig, Llangefni numbers 1 to 36 (but not number 37)
- Llawr y Dref, Llangefni numbers 6 to 29

Potential age demographics of applicants include

Applicants aged 60+ who have physical / mobility issues and are working.

Applicants aged 60+ who have physical / mobility issues

Applicants aged 55+ who have physical / mobility issues and are working.

Applicants aged 55+ who have physical / mobility issues

In cases where there are no eligible applicants in priority groups 1-4, the priority age will be reduced by five years e.g. 50+, then 45+ etc. and priority within the age group will continue to be given to those with physical / mobility issues and are working followed by applicants who have physical / mobility issues who are not working.

Written reference will be made to each person who are waiting to go on our housing list within their personal housing plans. This is to ensure clarity for all prospective tenants that the above areas have a Sensitive Allocation Policy in place.

9 - Is the proposal relevant to how the Authority complies with the public sector general duty relating to people who are protected by the Equality Act 2010?	Yes	No
The elimination of discrimination and harassment	x	
The advancement of equality of opportunity	x	
The fostering of good relations	x	
The protection and promotion of human rights	x	
Note: As a general rule, any policy that affects people is likely to be relevant across all protected groups		

Step 2: Information Gathering	
10 - Does this proposal ensure that the Welsh language is treated no less favourably than the English language, in accordance with the Council's Welsh Language Policy?	There is no requirement for prospective tenants or current tenants to speak Welsh or English. We communicate with all tenants within the language of their choice. This policy isn't directly linked to Welsh or English language skills.
11 - Is there an opportunity here to offer more opportunities for people to learn and / or use the Welsh language on a day-to-day basis?	No – not directly linked to Welsh language skills, however local connections will form part of the waiting list decision making as per Common Housing Allocations Policy
12 – Will this area of work proactively offer services in Welsh for users?	No – not directly linked to Welsh language Should a tenant or prospective tenant want to improve Welsh language skills, they can be referred onto our Tenants Participation team who can support with sourcing courses/ training sessions
13 – Is this proposal likely to protect and promote the Welsh language within communities?	No – not directly linked to Welsh language Should a tenant or prospective tenant want to improve Welsh language skills, they can be referred onto our Tenants Participation team who can support with sourcing courses/ training sessions
<p>Appendix 1 to the Impact Assessment Guidance lists a series of questions which should be considered when assessing how proposals impact on the Welsh language in general. The extent to which these questions are relevant will depend on the proposal in question. The purpose of these questions is to make you think about the wider impact or contribution and these questions could be used as a prompt when responding to questions 10 – 13 above.</p> <p>However, when assessing how the Council's main policies and strategies impact on the Welsh language, it is recommended that these questions are considered in more detail so that comprehensive assessment is undertaken – a separate template is available with these papers on MonITor, for you to complete, if appropriate.</p>	
14 - Are there any Human Rights issues? If so, what are they? (For example, could	No – this is based upon Housings' stringent methods of assessing each prospective tenant. Any prospective tenant with physical needs would be assessed by the bi-

<p>this proposal result in the failure to safeguard the right to privacy?)</p> <p>(The 16 basic rights are listed at Appendix 1).</p>	<p>weekly Housing Link panel, which consists of Housing Options and Adult Social Services. Reference will be made to the vulnerability and suitability of each prospective tenant being considered for any properties within the named estates to ensure a joint decision is made and that loACC do not compromise a tenants' wellbeing by placing them within a difficult area.</p> <p>The assessment of this policy should result in improved wellbeing for current and prospective tenants within our most challenging estates and decision-making will be formed upon vulnerability to maintain a tenure within the abovementioned estates, ensuring all tenants live in safe communities.</p> <p>4</p>														
	<table border="1"> <tr> <td data-bbox="837 564 1697 600">A prosperous Wales</td> <td data-bbox="1697 564 2049 600">Yes</td> </tr> <tr> <td data-bbox="837 600 1697 635">A resilient Wales</td> <td data-bbox="1697 600 2049 635">Yes</td> </tr> <tr> <td data-bbox="837 635 1697 670">A healthier Wales</td> <td data-bbox="1697 635 2049 670">Yes</td> </tr> <tr> <td data-bbox="837 670 1697 705">A more equal Wales</td> <td data-bbox="1697 670 2049 705">Yes</td> </tr> <tr> <td data-bbox="837 705 1697 740">A Wales of cohesive communities</td> <td data-bbox="1697 705 2049 740">Yes</td> </tr> <tr> <td data-bbox="837 740 1697 775">A Wales of vibrant culture and thriving Welsh language</td> <td data-bbox="1697 740 2049 775">Yes</td> </tr> <tr> <td data-bbox="837 775 1697 810">A globally responsible Wales</td> <td data-bbox="1697 775 2049 810">Yes</td> </tr> </table>	A prosperous Wales	Yes	A resilient Wales	Yes	A healthier Wales	Yes	A more equal Wales	Yes	A Wales of cohesive communities	Yes	A Wales of vibrant culture and thriving Welsh language	Yes	A globally responsible Wales	Yes
A prosperous Wales	Yes														
A resilient Wales	Yes														
A healthier Wales	Yes														
A more equal Wales	Yes														
A Wales of cohesive communities	Yes														
A Wales of vibrant culture and thriving Welsh language	Yes														
A globally responsible Wales	Yes														
<p>16 - What has been done to date in terms of involvement and consultation with regard to this proposal?</p>	<ul style="list-style-type: none"> - Consultation with staff to include Housing Management officers who are dealing with front line matters in regard to an increase in anti-social behaviour, community tensions - Consultation with the Mon Tenant and Officer Voice Group – MTOV - Consultation with the loACC democratic process which includes the Senior Leadership Team and Elected Members - The Housing Department has informed Peibio Close residents of its' intention to undertake a Sensitive Allocation Policy which relates to their area 														
<p>17 – Have you used any other information that is relevant to the proposal to inform your assessment? If so, please detail:</p>	<ul style="list-style-type: none"> - Wellbeing of Future Generations Act 2015 - Social Services and Wellbeing Act 2014 - Housing Act (Wales) 2014 - Corporate Safeguarding policy 														
<p>18 - Are there any gaps in the information collected to date? If so, how will these be addressed?</p>	<p>None – we do not believe there are gaps within the information collected, however this policy will be reviewed within the first 12 months, should any operational gaps be identified once the policy has gone live</p>														

	Monthly assessment of the effectiveness of this policy will be undertaken with the Housing Options Team
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Step 3: Considering the potential impact and identifying mitigating action

19 – Note below any likely impact on equality for each individual group, and identify what action could be taken to reduce or improve the impact. *For determining potential impact, please choose from the following: Negative / Positive / No impact

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
Age	No impact	N/A	N/A
Disability	Negative	Should any individual come up in a search for a property within one of the mentioned estates, we may deem them too vulnerable to reside within the area.	<p>Decisions will be made with Adult Services and Housing through the Housing Link panel – assessments will include vulnerability for prospective tenant to reside within the named estates</p> <p>Prospective tenants will be informed of the Sensitive Allocations Policy, naming all estates from the outset to ensure the management of expectations. This will be included within their Housing Plan and also correspondence once the waiting list interview has occurred.</p> <p>Any prospective tenants who haven't been considered for the named estates, may be considered to increase their banding to ensure a swifter allocation of an alternative property can be offered</p>
Gender	Negative	Should the Housing Options and Estate Management Team consider a higher risk to either gender on any of the named estates, we shall not consider undergoing an offer of a property for the gender which may be deemed at higher risk.	<p>Prospective tenants will be informed of the Sensitive Allocations Policy, naming all estates from the outset to ensure the management of expectations</p> <p>Housing Options will carefully inform the</p>

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		<p>For example –an estate may have higher levels of anti-social behaviour associated with male perpetrators. Placing a lone vulnerable female may increase the risk of vulnerability to this female should she reside at the named estate</p>	<p>prospective tenant of the decision over not providing a tenure within a named estate if gender is deemed an increase of risk. Mitigation is that this individual will continue to be prioritised in securing a suitable property which does not increase their risk of vulnerability within the community.</p> <p>The Housing Management team will continue to address acts of anti-social behaviour / criminal acts and utilise legal frameworks to ensure perpetrators are brought to account once evidence has been collected. This is in partnership with North Wales Police</p>
<p>Gender Reassignment</p>	<p>Negative</p>	<p>Should the Housing Options and Estate Management Team consider a higher risk to either gender on any of the named estates, we shall not consider undergoing an offer of a property for the gender which may be deemed at higher risk.</p> <p>For example –an estate may have higher levels of anti-social behaviour associated with male perpetrators. Placing a lone vulnerable female may increase the risk of vulnerability to this female should she reside at the named estate</p>	<p>Prospective tenants will be informed of the Sensitive Allocations Policy, naming all estates from the outset to ensure the management of expectations</p> <p>Housing Options will carefully inform the prospective tenant of the decision over not providing a tenure within a named estate if gender is deemed an increase of risk. Mitigation is that this individual will continue to be prioritised in securing a suitable property which does not increase their risk of vulnerability within the community</p> <p>The Housing Management team will continue to address acts of anti-social</p>

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
			behaviour / criminal acts and utilise legal frameworks to ensure perpetrators are brought to account once evidence has been collected. This is in partnership with North Wales Police
Pregnancy & Maternity	No impact	N/A	N/A
Race / Ethnicity / Nationality	No impact	N/A	N/A
Religion or Belief	No impact	N/A	N/A
Sexual Orientation	No impact	N/A	N/A
Welsh language	No impact	N/A	N/A
Human Rights	No impact	N/A	N/A
Marriage or Civil Partnership	No impact	N/A	N/A
Any other relevant issue, eg poverty, access to services in rural areas	No impact	N/A	N/A

Step 4: Outcome of the assessment	
<p>20 - Note the impacts identified and how it is intended to mitigate any negative impact (ie a summary of the above table)</p>	<p>The assessment concludes that due to escalating concerns of anti-social behaviour on the named estates within the Sensitive Allocations Policy, it has been established in order to safeguard and protect vulnerable client groups who have specified an interest in living in those areas Human Rights and the Equality Act is engrained into decision making to ensure people feel safe and well within their homes and neighbourhood</p> <p>Managing expectations from the outset is vital to ensure the customer journey is of a high standard and prospective tenants are aware of tensions / ASB within the named estates.</p> <p>Efforts will be made to prioritise individuals who Housing / Social Care may deem too vulnerable to live within the sensitive let areas to ensure an alternative offer is provided in a timely manner.</p> <p>Management discretion may be adopted in certain scenarios where a property within the named locations isn't suitable and may result in homelessness.</p>
<p>21 - Is there a strategy for dealing with any unavoidable but not unlawful negative impacts that cannot be mitigated?</p>	<p>The strategy would be urgent management intervention to ensure the needs of the individual is always met. This may involve management discretion at times</p>
<p>22 - Describe any actions taken to maximise the opportunity to promote equality and/or the goals of the Well-being of Future Generations (Wales) Act 2015 (sustainability). (The seven well-being goals are listed in Appendix 2)</p>	<p>The Act is about improving the social, economic, environmental and cultural well-being of Wales.</p> <p>The Act will make the public bodies listed in the Act think more about the long term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach.</p>

	<p>It is of the belief that this approach will continue to emphasise of community wellbeing through ensuring decision making in regards to housing needs within the named areas protect vulnerable client groups and also continue to address concerning matters such as anti-social behaviour and criminal matters</p>
<p>23 – Is there a need to reconsider the proposal as a result of conducting this assessment?</p> <p>(Evidence of negative impact could render the proposal or decision unlawful. If you have identified negative impact, you should consider at this stage whether it is possible to proceed with the proposal).</p>	<p>No – however, as it is a new policy, there is a need to ensure staff are trained, Corporate communication occurs and frequent reviews are undertaken to ensure operational practice is in line with the strategy / Sensitive Allocations Policy</p>
<p>24 - Will the proposal be adopted / forwarded for approval? Who will be the decision-maker?</p>	<p>Yes</p> <p>They key decision maker is Housing Head of Services, Shan Lloyd Williams</p> <p>This will be supported by the Senior Management Team</p>
<p>25 - Are there monitoring arrangements in place? What are they?</p>	<p>A clear record on impact / decisions will be handled by the Housing Options team, this is to ensure consistency within the approach and ensuring it is in line with the policy.</p> <p>Monitoring will also include:</p> <p>Monthly monitoring at the Housing Options Team meeting</p> <p>Monthly monitoring at the Community Housing Team meeting</p>

	<p>Quarterly reports to the Senior Management Team</p> <p>Annual formal review of this policy</p> <p>Service user / tenant feedback through customer satisfaction questionnaires. Lessons learnt sessions may be arranged in complex situations to ensure continuous improvement and development.</p>
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Step 5: Action Plan

Please detail any actions that are planned following completion of your assessment. You should include any changes that have been made to reduce or eliminate the effects of potential or actual negative impact, as well as any arrangements to collect data or to carry out further research.

Ref	Proposed actions	Lead officer	Timescale
1	<p>Monitoring</p> <p>Monthly monitoring at the Housing Options Team meeting</p> <p>Monthly monitoring at the Community Housing Team meeting</p> <p>Quarterly reports to the Senior Management Team</p> <p>Annual formal review of this policy</p> <p>Service user / tenant feedback through customer satisfaction questionnaires. Lessons learnt sessions may be arranged in complex situations to ensure continuous improvement and development</p>	Llinos Wyn Williams	Monthly

Appendix 1 – Human Rights

Human rights are rights and freedoms that belong to all individuals, regardless of their nationality and citizenship. There are 16 basic rights in the Human Rights Act – all taken from the European Convention on Human Rights. For the purposes of the Act, they are known as ‘the Convention Rights’. They are listed below:

(Article 1 is introductory and is not incorporated into the Human Rights Act)

Article 2: The right to life

Article 3: Prohibition of torture

Article 4: Prohibition of slavery and forced labour

Article 5: Right to liberty and security

Article 6: Right to a fair trial

Article 7: No punishment without law

Article 8: Right to respect for private and family life

Article 9: Freedom of thought, conscience and religion

Article 10: Freedom of expression

Article 11: Freedom of assembly and association

Article 12: Right to marry

Article 14: Prohibition of discrimination

Article 1 of Protocol 1: Protection of property

Article 2 of Protocol 1: Right to education

Article 3 of Protocol 1: Right to free elections

Article 1 of Protocol 13: Abolition of the death penalty

Appendix 2 - Well-being of Future Generations (Wales) Act 2015

This Act is about improving the social, economic, environmental and cultural well-being of Wales. Public bodies need to make sure that when making their decisions they take into account the impact they could have on people living their lives in Wales in the future. The Act puts in place seven well-being goals:

Goal	Description of the goal
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.
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).
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.
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).
A Wales of cohesive communities	Attractive, viable, safe and well-connected communities.
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.
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.