

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template	
Committee:	Corporate Scrutiny Committee
Date:	16 January, 2024
Subject:	Asset Management Strategic Plan 2024-29
Purpose of Report:	To scrutinise the Asset Management Strategic Plan and recommend its approval
Scrutiny Chair:	Councillor Douglas M Fowlie
Portfolio Holder(s):	Councillor G Pritchard
Head of Service:	Ned Michael
Report Author: Tel: Email:	Elliw Llyr, Housing Strategy, Commissioning and Policy Manager 01248752137 ElliwLlyr@ynysmon.gov.uk
Local Members:	

1 - Recommendation/s
The Committee is asked to: R1 recommend that the Executive approves the Asset Management Strategic Plan 2023-29

2 – Link to Council Plan / Other Corporate Priorities
The Council's Corporate Plan 2023-28 recognizes Housing as one of the strategic aims and ensuring that 'everyone has the right to call somewhere home'.

3 – Guiding Principles for Scrutiny Members
To assist Members when scrutinising the topic:-
3.1 Impact the matter has on individuals and communities [focus on customer/citizen]
3.2 A look at the efficiency & effectiveness of any proposed change – both financially and in terms of quality [focus on value]
3.3 A look at any risks [focus on risk]
3.4 Scrutiny taking a performance monitoring or quality assurance role [focus on performance & quality]
3.5 Looking at plans and proposals from a perspective of: <ul style="list-style-type: none"> • Long term

- Prevention
- Integration
- Collaboration
- Involvement

[focus on wellbeing]

3.6 Possible effects this decision could have on:

- The protected groups under the 2010 Equality Act
- Those that experience a socio-economic disadvantage in their lives (when making strategic decisions)
- Opportunities for people to use the Welsh language and not to treat the Welsh language less favourably than English

[focus on equality and Welsh]

4 - Key Scrutiny Questions

1. How does the proposed Housing Asset Management Strategic Plan enable the Council to realise the strategic priorities of the Council's Plan for 2023-2028?
2. What are the implications and funding sources of the Strategic Plan over the next 5 years?
3. How will the implementation of the Strategic Plan be monitored?
4. What risks are involved in this workstream and how are they intended to be mitigated?

5 – Background / Context

1. Background

The Asset Management Strategic Plan was developed to reflect key changes within national policies for the next period going forward.

2. Success of the Previous Asset Management Strategy

The previous Asset Management Strategy included for specific Investment Programmes in various workstreams. Successes over the duration of the previous plan include:

- **Flat Communal Areas:** Significant work to upgrade a significant number of fire doors has been completed. In addition, by the end of 2023/24 we will have completed Fire Compartmentation works and the installation of Fire Suppression systems at our 4 mid-rise tower blocks. This important work was supported by additional WG funding.
- **Traditional Whole House External Planned Maintenance Contracts:** A number of contracts were successfully delivered and attracted external funding via the Welsh Government's Optimised Retrofit Programme. In general, over the lifespan of the former strategy planned maintenance

concentrated on off-grid properties with lower energy performance ratings. Contracts evolved to include the installation of renewable energy measures such as Solar PV, Battery Storage and Intelligent Energy Systems.

- **Boiler Replacement Programme:** Although impacted adversely by the outbreak of Covid boiler replacements, in accordance with 15 year life cycles, are on track to be up to date at the end of March 2024.

3. Overview of the Asset Management Strategic Plan

The Asset Management Strategic Plan will work following the following main objectives, which are:

1. **Asset Data and Service Delivery** – we understand our homes and tenants by making informed decisions
2. **Asset Review** – we prioritise when and where investment is needed
3. **Homes are safe** – ensuring that our tenants are safe in our homes
4. **Homes are sustainable** – in the face of rising energy, cost of living and decarbonisation challenges
5. **Homes are of a good standard** and will continue to be through planned investment programmes

4. WHQS II

As CIH quoted that ‘Since the early 2000’s the quality of social and affordable housing in Wales has been on a transformative journey. The creation of the WHQS was introduced in 2002 with an initial deadline of 2012 but progress was initially hampered by variations in how the standard was interpreted and a lack of monitoring data. This saw the deadline change to 2020, and with the impact of the pandemic this then moved to 2021. By this point 99 per cent of social housing in Wales met the standard’.

The new iteration of WHQS includes eight different components. To meet WHQS 2023, homes must:

- Be in a good state of repair
- Be safe and secure
- Be affordable to heat and have minimal environmental impact
- Have up-to-date kitchen and utility area
- Have an up-to-date bathroom
- Be comfortable and promote wellbeing
- Have a suitable garden
- Have an attractive outside space

5. Affordable warmth

One of the main aspects of the new standard are the measures to promote affordable warmth. A minimum of EPC A will need to be achieved on existing homes so that homes are economical to run in normal weather conditions. This will need to also achieve an Environmental Impact Rating (EIR) of 92, in-line with reducing carbon emissions from homes. Yet the updated standards only include a compliance date of 31 March 2030 to meet EPC C with the compliance date for reaching EPC A to be set by the targeted energy pathways.

The Asset Management Strategic Plan sets out our approach to ensuring that we maintain the standard of our housing and meet the challenges to reduce carbon emissions. The Plan set outs what is important, what and how we are going to achieve this.

6 – Equality Impact Assessment [including impacts on the Welsh Language]

6.1 Potential impacts on protected groups under the Equality Act 2010

No negative effect was noted after completion on the EIA.

6.2 Potential impacts on those experiencing socio-economic disadvantage in their lives (strategic decisions)

It will offer a chance for people to live and contribute to their local communities.

6.3 Potential impacts on opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language

No negative effect was noted after completion on the EIA.

7 – Financial Implications

Resources have been allocated / identified for different initiatives included in the HRA Business Plan 2023-53.

8 – Appendices:

Asset Management Strategic Plan 2024-29.
Assessment of the Effect on Equalities.
Assessment of the Effect on the Welsh language.

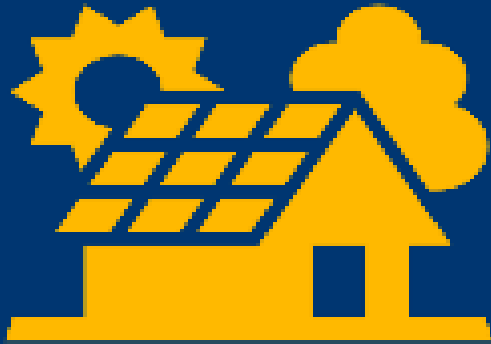
9 - Background papers (please contact the author of the Report for any further information):

Housing Revenue Account 30-year Business Plan 2023-2053

Ynys Môn

THE ISLE OF

Anglesey



Housing Asset Management Strategic Plan

2024-2029

Mae'r ddogfen yma hefyd ar gael yn y Gymraeg /

This document is also available in Welsh.



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

www.anglesey.gov.wales

Foreword

Why do we need a Housing Asset Management Strategic Plan?

This Strategic Plan sets out how we will manage, maintain, invest in our homes and applies to the asset management of all the rented Housing Revenue Account (HRA) housing stock owned by the Isle of Anglesey County Council.

Housing Services manages 3,979 homes with the rental income coming into the HRA with the physical and financial performance underpinning the viability of the HRA.

The purpose of this Asset Management Strategic Plan is to ensure that we make informed decisions about the investment in individual properties based on understanding of their performance on a social, economic and environmental basis which assist supporting wider corporate objectives.

This Plan forms part of the range of housing solutions which will assist in achieving the Council Plan 2023-28, focusing on investing in our homes and communities.

Our homes must meet, wherever practical, the decarbonisation targets, WHQS 2023 as well as providing safe and suitable homes for our Tenants. This Plan will provide a framework under which the HRA Business Plan and Council Corporate Plan will be realised.

Strategic Context

This Plan responds to several National Policies such as:

- Environmental Wales Act, 2016 and Prosperity for All Plan
- Renting Homes Wales Act, 2016
- Welsh Housing Quality Standard 2023
- Control of Asbestos Regulations 2012
- Regulation Reform (Fire Safety) Order 2005
- Wales Government pledge to achieve net zero by 2050

Who is the Strategic Plan for?

The Plan will be of interest to a wide range of people, including:

- Our Tenants have an interest in the quality, safety and affordability of their homes
- Those in housing need in our area (may or may not be current Tenants)
- Residents living locally within the communities
- Local contractors and businesses whom may benefit from the substantial investment program
- Local Members

Welsh Government place expectations on

- Ensuring that affordable housing is provided and ensuring that current stock meets the regulatory standards and compliance which are essential for the receipt of the annual Major Repairs Allowance (MRA) grant from Welsh Government.



Our Homes



- Most of our homes are traditional homes comprising of detached, semi- detached, terraced houses, bungalows and flats.
- 54% of our stock are houses, 18% are bungalows, 16% are flats and 12% sheltered accommodation.
- An average of between 18,000 and 24,000 responsive and cyclical repairs are carried out each year.
- The average cost of repairs in 2022-23 was £110.15.
- 123 communal area fire risk assessments carried out annually
- 2,885 gas services were completed in 2022-23.
- 81 homes were part of our traditional whole house planned maintenance works during 2022-23.
- The majority of our homes was constructed between 1945-1974 and are of traditional construction.
- Less than 3% of our homes are of non-traditional construction.
- 67% of the housing stock is connected to the mains gas network, 20% are served by electrical heating, 7% have oil heating and 6% are served by bulk LPG.
- Current average EPC rating across our stock: 70 or Band C.
- 77% of our Tenants were satisfied with repairs and maintenance in our last Star Survey (2021).

Council Plan 2023-2028

The Council Plan is the key document serving as a focal point for decision-making at all levels; providing a framework to plan and drive forward priorities; shape annual spending; monitor performance and progress.

At its core is our desire to work with Anglesey residents, communities and partners to ensure the best possible services, improve the quality of life for all and create opportunities for future generations.

Its six main objectives reflect the key areas the Council should be focusing its efforts on.

The Council Plan’s vision is to:

‘Create an Anglesey that is healthy and prosperous where people can thrive.’

Our six strategic objectives




The Welsh Language

Increasing opportunities to learn and use the language.



Social Care and Wellbeing

Providing the right support at the right time.



Education

Ensuring an effective provision for today and for future generations.



Housing

Ensuring that everyone has the right to call somewhere home.



Economy

Promoting opportunities to develop the Island's economy.



Climate Change

Responding to the crisis, tackling change and working towards becoming a net zero organisation by 2030.

Values

The Council Plan 2023-28 is underpinned by the organisation's core values, which are used to develop and guide the vision, strategic plans and services.

Values



Respect

We are respectful and considerate towards others regardless of our differences.



Collaborate

We work as a team, with our communities and partners to deliver the best outcomes for the people of Anglesey.



Honesty

We are committed to high standards of conduct and integrity.



Champion the Council and the Island

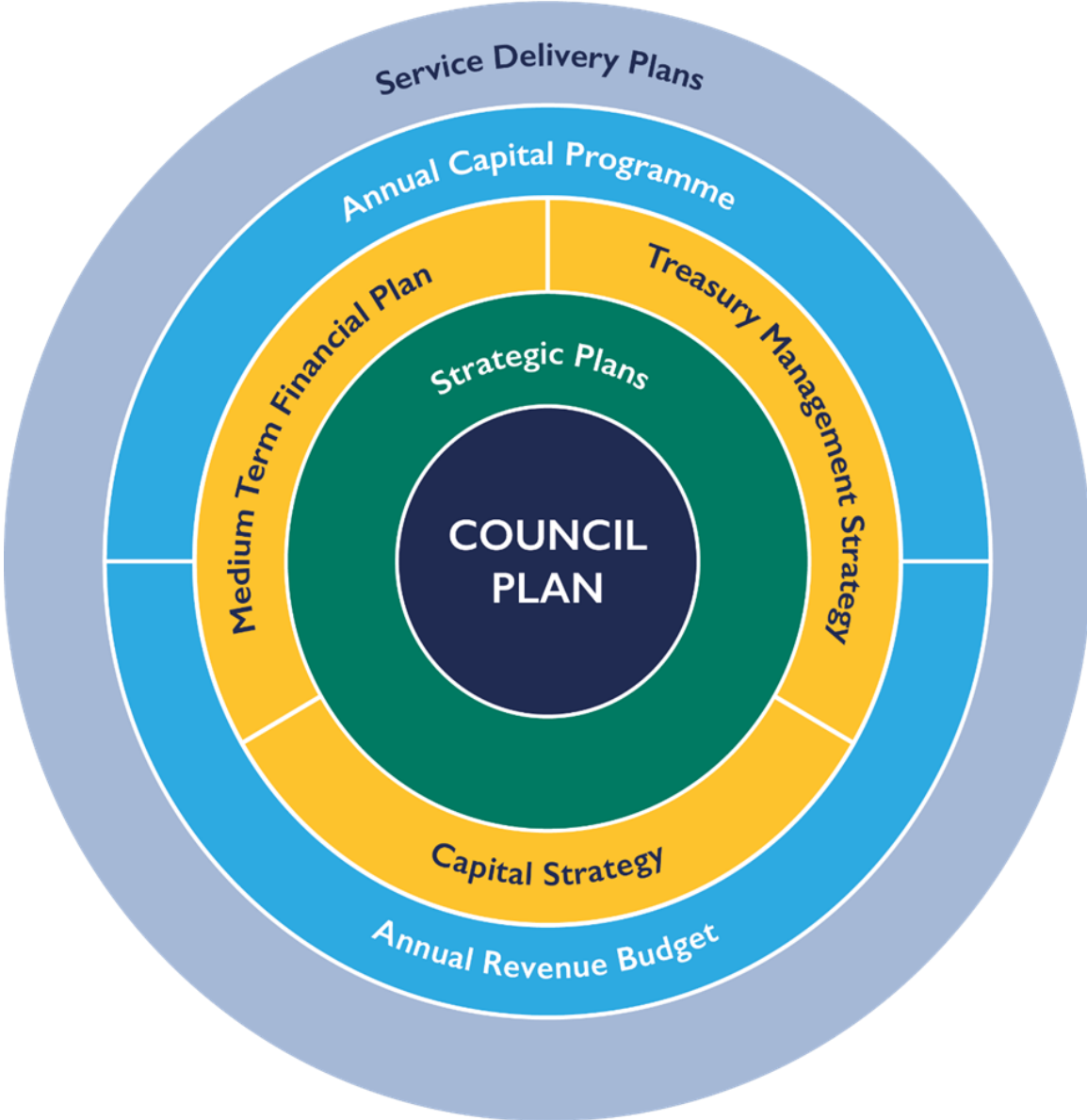
We create a sense of pride in working for the Council and present a positive image of the Council and the Island.



Strategic circle

The strategic circle identifies the plans in place to ensure we are able to achieve our priorities and objectives.

This plan is a key strategic plan that aligns with the Council's Plan and contributes to the achievement of the strategic objectives and vision.

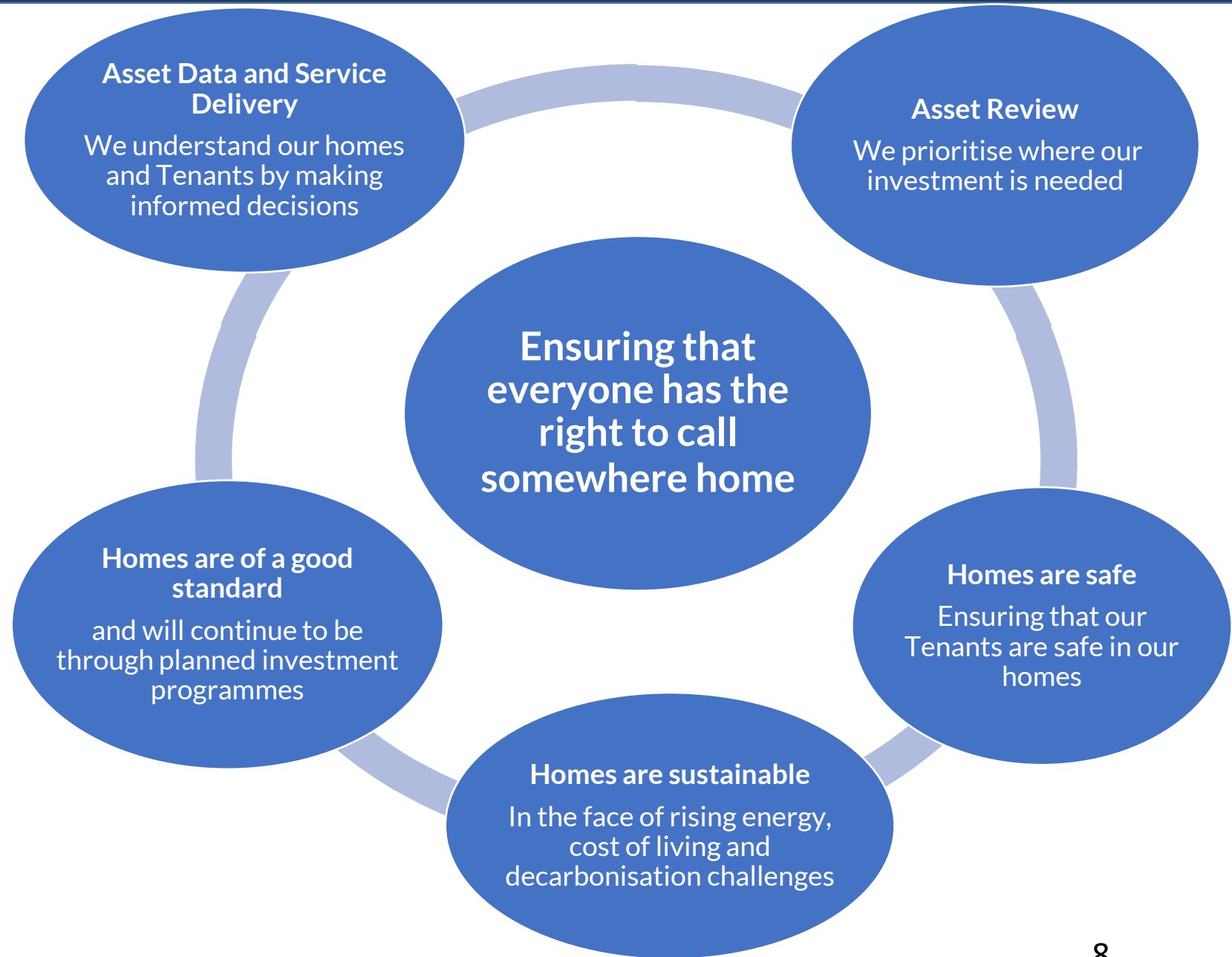


Key priority areas

Delivering the strategic priority, together with key priority areas, sets a clear and ambitious mandate.

We want to ensure that we:

- Make best use of existing housing stock and improving homes and communities (Theme 2 of the Council's [Housing Strategy 2022-27](#))
- Be a contributor to the local economy (Theme 6 of the Council's [Housing Strategy 2022-27](#))



Asset Data and Service Delivery – We understand our homes and Tenants by making informed decisions

Why is this important?

Stock condition data is key in ensuring our future investment costs are robust and provide a sound base for future planning. The condition data is also used to generate planned programmes of work to maintain and improve the condition of the stock, prolonging the life of the assets and their continued contribution to the HRA and achieving WHQS 2023.

Having information on our stock is key to understanding the current standard of our properties so that we can fulfil the investment requirements of the 30-year business plan.

Ensure WHQS 2023 to be successful through excellent tenant engagement & participation.

What are we going to do?

A stock condition survey was completed in 2022/23 with 87% of stock surveyed, based on this information we will invest in key component such as kitchens, bathrooms, windows and energy efficiency improvements.

Estimate costs involved with achieving WHQS 2023 will be calculated by 31st of March 2025. Once costs are established, we will undertake a detailed analysis to ensure that our 30 Year Business Plan remains viable.

By 31st of March 2027 we will produce Target Energy Pathways (TEP's) for each of our properties.

Ensure that wherever practical all homes meet SAP75 EPC C by 31st of March 2030.
Meet the WHQS 2023 by 31 March 2034.

How are we going to do this?

Implement the MRI Asset Management System in full to ensure that all data is captured including energy efficiency components via our Asset Project Review Meetings.

Establish Capital Investment Programme for key elements which will inform an Asset Management Delivery Plan by 31 March 2025.

Ensure our Tenant Participation Strategic Plan includes consultation processes for Tenants to be involved throughout the period of the programme.



Asset Review – We prioritise when and where investment is needed

Why is this important?

There are several competing priorities that need to be addressed as we rise to the challenge set within the WHQS 2023, such as the development of new properties against the investment required in current homes.

Energy efficiency improvement is key to providing affordable homes and achieving net zero.

Making best use of our current assets is key to achieving efficiencies and we will consider investment and opportunities for demolition and redevelopment when considering investment priorities.

One of those challenges is the increase in cost of building and materials together with the current rent setting regime.

What are we going to do?

Ensuring that we have sufficient skills and resources to deliver on this Strategic Plan.

Increase the Energy Efficiency Performance of our homes in accordance with the TEP's recommendations made for each home.

Replace key components such as boilers and kitchens in accordance with the expected life cycles.

Undertake option appraisals for sites and assets which may not be viable to retain in the middle to longer term.

Our garage stock is continually under review to ensure income maximisation and best use of land.

How are we going to do this?

Review existing staffing structure to ensure we have sufficient resource to deliver the future work programmes.

Establish a framework for the installation of renewable energy measures such as Solar PV and Battery Storage.

Establish a 5 year kitchen replacement programme to run between 2024-29 including establishing a other key component replacement programme.

Consider opportunities for redevelopment of assets following the option appraisals of sites and assets and continue with our-demolition of garages in areas where investment is unviable.

Maximise opportunities to secure additional funding such as the Optimised Retrofit Programme from WG to finance improvement measures.

Our investment programmes will be influenced by external factors such as the labour market, availability of contractors and material costs.

Homes are safe – Ensuring tenant safety in their homes

Why is this important?

To comply with the requirements of the Wales Renting Homes Act 2016.

This will include HHSRS issues gathered during the recent Stock Condition Survey as well as notifications from Tenants in relation to repairs and requirements.



What are we going to do?

Health and Safety

Ensure that our response to Health and Safety concerns are investigated and resolved in a timely manner.

Gas Servicing and Solid Fuel

Under the Gas Regulation 1998 an annual safety check is required for all gas appliances, pipework and associated fittings as well as solid fuel flues being tested annually.

Fire Safety

Risk Assessments are carried out annually to ensure compliance and testing of our fire safety related equipment.

Electrical Safety

Undertake electrical safety inspections every 5 years and at change of tenancy.

How are we going to do this?

Respond to information provided within the recent Stock Condition Survey as well as notifications from Tenants in relation to repairs and requirements of the Wales Renting Homes Act 2016.

We will aim to undertake annual gas servicing on all our homes via our directly employed heating and plumbing engineers.

Regularly review our Fire Risk Assessments and report on compliance issues.

Work with our Tenants through our Tenant Participation Team to ensure that communication is shared in a timely manner.

Homes are safe – Ensuring tenant safety in their homes

Why is this important?

Ensuring Health and Safety and Regulatory compliance is a priority.

Ensure we have the experience and knowledgeable staff within our Maintenance Team.

What are we going to do?

Asbestos Management

The Asbestos Management Regulations 2012 sets out our duties to comply with our asbestos register.

Legionella

We adhere to the Approved Code of Practice L8 and routinely test communal water systems.

Damp and Mould

Tenants are actively encourage to report any concerns regarding damp and/ or mould and has a policy in place to deal with these issues.



How are we going to do this?

Our asbestos register is-maintained and updated as appropriate by the Cyclical and Compliance team.

Legionella compliance is monitored by the Cyclical and Compliance Team.

React promptly with reports concerning Damp and Mould in line with our Policy.

Establish a robust structure to realise all Statutory Compliance and Health and Safety requirements
Provide Traineeship to encourage local people to join Housing as a career opportunity.

Homes are sustainable- In the face of rising energy, cost of living and decarbonisation challenges

Why is this important?

As a Council we are committed to achieving net zero by 2030.

Affordable warmth is one of the main aspects of the new WHQS standard with a minimum of EPC A needed to be achieved, wherever practical, on existing homes.

WG have introduced a requirement for an **Affordable Warmth and Decarbonisation Plan** which will incorporate a Whole Stock Assessments and TEP's within 3 years from the launch of the standard.

The Plan will set out how LAs will achieve the targets of an Environmental Efficiency Rating (EER) of 92 (which equates to an EPC A) and an Environmental Impact Rating (EIR) of 92 for all of the housing stock by 2034.

What are we going to do?

Have TEP's by 31st March 2027 for each property.

Ensure all our homes reach an EPC of C (Rating of 75) by 31 March 2030.

TEP's for each home which will outline what needs to be undertaken on each property to achieve the required targets wherever possible.

The TEP will need to include information on the timings of the improvements.

How are we going to do this?

Develop TEP's for each home by using EPC and SAP methodology to support Whole Stock Assessments.

Have a 5-year plan to achieve energy rating of C75 by -2029

The Plan will include a Whole Stock Assessment (WSA) of all properties which will outline the current EER and EIR ratings of each home.

We will work with external partners such as Coleg Menai to ensure that we are able to install and maintain renewable energy measures such as Air Source Heat Pump's.



Homes are of a good standard and will continue to be through planned investment programmes

Why is this important?

So that our Tenants feel safe and secure in their homes. 90% of Tenants were satisfied with the safety of their home (Star Survey).

Homes of a good standard will have less unscheduled repairs thus resulting in lower reactive maintenance costs.

Poor quality homes are difficult to let and empty homes result in a loss of rental income.

Ensuring that people are supported to remain as independent as possible in the community is a strategic aim in the Council Plan.

What are we going to do?

Ensure that our responsive repairs carry out the correct repairs at the right time.

Understand what our Tenants think of our maintenance service.

Ensure that our voids period are kept to a minimum.

Ensure that we use assisted technologies and home adaptations to facilitate living independently.

Adapt / provide accessible homes to ensure Tenants are able to live independently.

How are we going to do this?

Acuserve diagnostics provides real time information and costs which monitor performance and costs.

Undertake biennial STAR surveys to measure tenant satisfaction and to ensure that we offer a Repairs and Maintenance Service that meets tenant expectations.

Carry out a performance review of our voids process.

Where it is possible, we will offer downsizing for Tenants who wish to move to smaller/ more manageable homes.

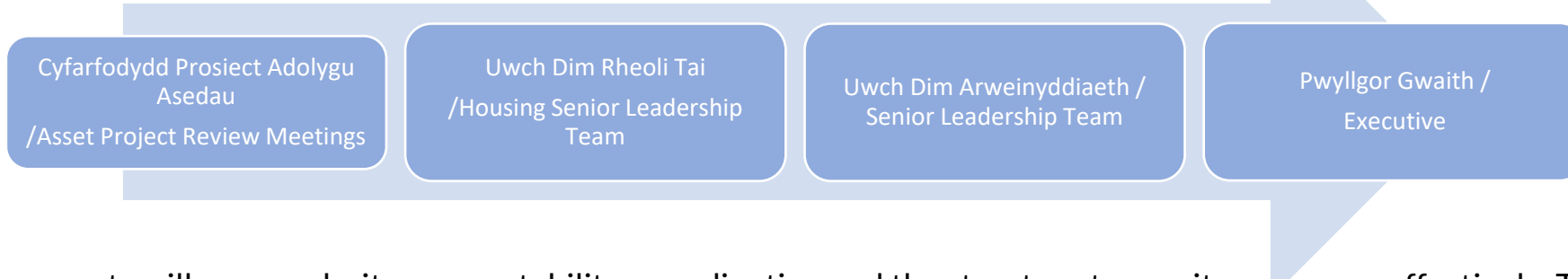
Offer Galw Gofal service to those who need assistance / reassurance to live independently.

Make best use of our funds to adapt properties with facilities and adaptations with our Health and Social Care partners.

Governance: Monitoring and Evaluation



To ensure the strategic plan is realised robust governance arrangements to oversee the Plan and reporting mechanism will be established, such as:-



The arrangements will ensure clarity, accountability, coordination and the structure to monitor progress effectively. This will include quarterly monitoring of performance indicators and an action plan.

A Compliance Policy will need to be in place by March 2025 with key headings as identified by WG and reviewed annually.

Progress will include information on actions, outcomes and the impact highlighting successes and issues.



Equality Impact Assessment Template (including the Welsh language and the Socio-Economic Duty)

Mae'r ddogfen hon hefyd ar gael yn Gymraeg / This document is also available in Welsh.

Version	Date	Summary of changes
V0.1	November 2023	

Step 1: Background	
1 - What are you assessing?	Isle of Anglesey CC Asset Management Strategic Plan 2024-29
2 - Is this a new or existing proposal?	Replaces previous Asset Management Strategy
3 - What are the aims and purpose of this proposal?	The Asset Management Strategic Plan sets out our approach to ensuring that we maintain the standard of our housing and meet the challenges to reduce carbon emissions.

Step 1: Background		
4 - Who is responsible for the proposal you are assessing?	Housing Services- Strategy, Policy and Commissioning Unit	
5 - Who is the lead officer for this assessment?	Housing Strategy, Policy and Commissioning Manager	
6 - Who else is involved in undertaking this assessment?	Strategy, Policy and Commissioning Unit Technical Services	
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?	Housing Strategy 2022-27 The Housing Strategy helps deliver the aims of the Corporate Plan.	
8 - 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? As a general rule, any policy that affects people is likely to be relevant across all protected groups.	The elimination of discrimination and harassment	yes
	The advancement of equality of opportunity	yes
	The fostering of good relations	yes
	The protection and promotion of human rights	yes
9 – Is the proposal a strategic decision? If so, the Socio-Economic Duty is relevant - see appendix 1.		

Step 1: Background	
<p>10 - Who would be affected by the proposal(s) (adversely or positively, directly or indirectly)?</p> <p>If this is a strategic proposal, ensure that you give specific consideration to whether the proposal would affect more on people living in less favourable social and economic circumstances than others in the same society (see appendix 1)</p>	<p>Potentially all Anglesey citizens but particularly those who are tenants. Those homes will receive investment in the form of work to improve heating provision, energy efficiency, security and to maintain the quality of their home and their surroundings. Groups that need especial consideration include older people, people with disabilities, those affected by social deprivation.</p>

Step 2.1: Information Gathering – Welsh Language Standards and the Welsh Language Measure (Wales) 2011	
<p>11 - 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?</p>	<p>Any services associated with the offer will be provided in Welsh in accordance with the requirements of the Welsh language standards and the Council's Welsh language policy</p>
<p>12 - 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?</p>	<p>It will offer people the opportunity to stay within their communities and contribute and use local services available in Welsh. It will also offer people the opportunity to access local education opportunities, including Welsh-medium education</p>
<p>13 – Will this area of work proactively offer services in Welsh for users?</p>	<p>Any services associated with the offer will be provided in either Welsh or bilingually to allow Welsh speakers to use the language by default</p>
<p>14 – Is this proposal likely to protect and promote the Welsh language within communities?</p>	<p>We believe it will and it contributes to the achievement of the priority area vision of three Welsh Promotion Strategy 2021-26, namely; 'Residents can afford to live and buy houses in their local communities.'</p>
<p>To help you to answer the questions above, the corporate 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. However:</p>	

Step 2.1: Information Gathering – Welsh Language Standards and the Welsh Language Measure (Wales) 2011	
<ul style="list-style-type: none"> • If you are looking at how the implementation of the Council’s key policies, strategies or guidance would affect the Welsh language; or • If your initial response to the above questions raises any concerns or evidence to suggest that the proposal would treat the Welsh language less favourably than the English language, or would have a detrimental impact on opportunities for people to use the Welsh language; <p>a more comprehensive impact assessment on the Welsh language should be carried out. A separate template is available on MonITor. The Welsh Language Commissioner’s good practice advice document is also available on MonITor to assist you further.</p>	

Step 2.2: Information Gathering – Human Rights Act 1998	
15 - Are there any Human Rights issues? If so, what are they? For example, could this proposal result in the failure to safeguard the right to privacy?	<p>(The 16 basic rights are listed at Appendix 2).</p> <p>The strategic plan would not negatively impact on Human rights.</p> <p>It should support Article 8 right to respect for private and family life through ensuring sufficient and appropriate accommodation for all households.</p>

Step 2.3: Information Gathering – Well-Being of Future Generations (Wales) Act 2015		
16 – Does this proposal meet any of the seven national well-being goals outlined in the Well-being of Future Generations (Wales) Act 2015? (Descriptions of the wellbeing goals are listed at Appendix 3)	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	Improvements made to homes

Step 2.4: Information Gathering – Engagement / Consultation / Evidence / Filling gaps in information	
Please see the pre-consultation and pre-engagement checklist, which is available on MonITor	
17 - What has been done to date in terms of involvement and consultation with regard to this proposal?	The WHQS Tenant Panel has been set up with a view to involving the group in moving forward with this plan.
18 – What other information have you used to inform your assessment? Please list any reports, websites, links used etc here and include the relevant evidence in the table in Step 3 below	Information on housing on Ynys Môn.
19 - Are there any gaps in the information collected to date? If so, how will these be addressed?	

Step 3: Considering the potential impact and identifying mitigating action

20 – 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 (including evidence to support the findings)	Actions to mitigate negative impact
Age	Positive	Census 2011 data. Stats Wales – especially population change projections.	
Disability	Positive	Census data 2011 Strategy sets out ways of accessing support such as grants for people and families with a disability.	

Protected group	*Potential Impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
Sex	Positive	Census 2011 StatsWales There is no indication of negative impact on this group. The focus on identifying and responding to need should ensure equality of opportunity.	
Gender Reassignment	Positive	Information specific to this group for the Anglesey area is not currently available. There is no indication of negative impact on this group. The focus on identifying and responding to need should ensure equality of opportunity.	
Pregnancy & Maternity	Positive	Although no specific information is available for this group the Common Allocations Policy reflects household needs of pregnant women	
Race / Ethnicity / Nationality	Positive	Data used : Census 2011 StatsWales Only 1.8% of the population at the time of the 2011 from a non-white ethnic background. This number had grown since the 2001 census. The Strategy support the agenda of community cohesion which includes recognising the importance of being pro-active to encourage tolerance and respect especially in the face of potentially increased migration.	
Religion or Belief	Positive	Data used : Census 2011 StatsWales Similarly to above the focus on cohesion and inclusiveness in the strategy should support positive impact.	
Sexual Orientation	Positive	Data used : Census 2011 StatsWales	

Protected group	*Potential Impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
		Similarly to above the focus on cohesion and inclusiveness in the strategy should support a positive impact.	
Marriage or Civil Partnership	Positive	Data used : Census 2011 StatsWales Similarly to above the focus on cohesion and inclusiveness in the strategy should support a positive impact.	
Welsh language	Positive	See Welsh Language Impact Assessment	
Human Rights	Positive	See q15	
Any other relevant issue.			
There are clear links between equality and socio-economic issues. Discrimination against protected groups can be a direct cause of socio-economic disadvantage. If any such issues become apparent when assessing non-strategic matters, they should be given due regard and recorded under the relevant protected group, or under 'any other relevant issue' above.			

Please complete this section if the proposal is a strategic matter (see appendix 1)			
The Socio-Economic Duty	Potential impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
Is the proposal likely to cause any inequalities of outcome resulting from socio-economic disadvantage?	Low impact	The strategic plan supports the measurement framework of Living Standards: The capability to enjoy a comfortable standard of living, with independence and security, and to be cared for and supported when necessary	

Step 4 – Outcome of the assessment

There are four possible outcomes – bear these in mind when completing the next section:

- **No major change** - The assessment demonstrates the proposal is robust; there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.
- **Adjust the proposal** - The assessment identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality.
- **Continue the proposal** - The assessment identifies the potential for adverse impact or missed opportunities to promote equality. Clearly set out the justifications for continuing with it. The justification should be included in the assessment and must be in line with the duty to have due regard. For the most important relevant proposals, compelling reasons will be needed.
- **Stop and remove the proposal** - The proposal shows actual or potential unlawful discrimination. It must be stopped and removed or changed. (The codes of practice and guidance on each of the public sector duties on the Commission’s website provide information about what constitutes unlawful discrimination.)

Step 4: Outcome of the assessment	
21 - Note the impacts identified and how it is intended to mitigate any negative impact in terms of equality, the Welsh language and, if relevant, socio-economic disadvantage (ie a summary of the table/s in step 3)	No major change
22 - Describe any actions taken to maximise the opportunity to promote equality and the Welsh language, the goals of the Well-being of Future Generations (Wales) Act 2015 (sustainability) and, if relevant, ensure better outcomes for those facing economic disadvantage.	No major change
23 - Would any aspect of the proposal contravene the wellbeing goals of the Well-being of Future Generations (Wales) Act 2015?	No major change
24 – Is there a need to look at what could be done differently, or to reconsider the entire proposal as a result of conducting this assessment? (Evidence of negative impact could render the proposal or decision unlawful. If you have identified negative impact, you	No major change

Step 4: Outcome of the assessment	
should consider at this stage whether it is possible to proceed with the proposal).	
25 - Is there a strategy for dealing with any unavoidable but not unlawful negative impacts that cannot be mitigated?	
26 - Will the proposal be adopted / forwarded for approval? Who will be the decision-maker?	It will be approved by The Executive
27 - Are there monitoring arrangements in place? What are they?	Review within 2 years

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

Appendix 1 – A More Equal Wales – The Socio-Economic Duty (Commencement date of the Duty: 31 March 2021)

What is the Duty?

The general aim of the duty is to ensure better outcomes for those suffering socio-economic disadvantage. When making strategic decisions such as deciding priorities and setting objectives, due regard must be given to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage.

Who is likely to experience socio-economic disadvantage?

Socio-economic disadvantage can be disproportionate in both ‘communities of interest’ and ‘communities of place’, leading to inequality of outcome, which can be further exasperated when considering ‘intersectionality’:

Communities of interest – groups who share an experience, eg homelessness; or people who share an identity, eg lone parents, carers. Also those who share one or more of the protected characteristics listed in the Equality Act 2010.

Communities of place – people who are linked together because of where they live, work, visit or spend a substantial portion of their time there.

Intersectionality - crucially, this is about understanding the way in which a combination of characteristics such as gender, race or class, can produce unique and often multiple experiences of disadvantage in certain situations. One form of discrimination cannot and should not be understood in isolation from other forms. A truly intersectional approach ensures that this does not happen.

When will the Duty be relevant?

When making **strategic decisions**. The Welsh Government has provided some examples of strategic decisions (this is not an exhaustive list):

- Strategic directive and intent.
- Strategies developed at Regional Partnership Boards and Public Service Boards which impact on public bodies’ functions.
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans).
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy).
- Changes to and development of public services.
- Strategic financial planning.
- Major procurement and commissioning decisions.
- Strategic policy development

Further details can be found in the corporate equality impact assessment guidance.

Appendix 2 – 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 3 - 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:

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.

Isle of Anglesey County Council - Welsh Language Impact Assessment Template

Issues to consider with regard to the Welsh Language

The corporate equality impact assessment template includes specific questions about the impact of decisions on the Welsh language (questions 11-14). The extent to which these questions are relevant will depend on the proposal in question.

However:

- If you are looking at how the implementation of the Council’s key policies, strategies or guidance would affect the Welsh language; or
- If your initial response to the above questions raises any concerns or evidence to suggest that the proposal would treat the Welsh language less favourably than the English language, or would have a detrimental impact on opportunities for people to use the Welsh language;

a more comprehensive impact assessment on the Welsh language should be carried out. Please complete this template and attach to your equality impact assessment on the same proposal.

The **Welsh Language Commissioner’s good practice advice document** is also available on MonITor to assist you further.

What is being assessed?	Housing Asset Management Strategic Plan 2024-29
Who is carrying out this assessment?	Housing Services – Strategic Plan, Commissioning and Policy Technical Services – Housing Services
Assessment completion date	November 2023

Isle of Anglesey County Council - Welsh Language Impact Assessment Template

1 - Compliance with the Welsh Language Policy	
<p>1.1 Is the proposal influential in terms of dealing with the Welsh-speaking public?</p> <ul style="list-style-type: none"> • Will activities such as corresponding by letter, communicating by telephone, public meetings and other meetings comply with the language policy? • Will any new IT development comply with the policy? 	<p>No Housing Services offer a bilingual service and works with partners who offer a bilingual services</p>
<p>1.2 Is the proposal likely to impact upon the public image of the organisation?</p> <ul style="list-style-type: none"> • Will all signs comply with the language policy? • Will publications and forms be compliant? • Will any publicity material or marketing campaigns comply? • Will staff recruitment advertisements comply? • 	<p>Yes, any material relating to this Strategic Plan will be published bilingually</p>
<p>1.3 Is the proposal likely to have an impact upon the implementation of the language policy?</p> <ul style="list-style-type: none"> • Will the proposal create new jobs? • Will the staffing arrangements facilitate the implementation of the language policy? • Will the proposal offer training through the medium of Welsh? 	<p>Yes, work on housing stock homes enables local contractors to obtain work which could lead to work opportunities on the Island</p>

Isle of Anglesey County Council - Welsh Language Impact Assessment Template

1 - Compliance with the Welsh Language Policy	
<ul style="list-style-type: none"> • Will any arrangements with third parties comply with the language policy? • Will the proposal include any targets or indicators relating to the language? • How will performance be monitored and measured? 	

2 - Effect on Welsh speaking users	
<p>2.1 Will the proposal offer a language choice for users?</p> <ul style="list-style-type: none"> • Will it be possible for users to receive any part of the service in Welsh? 	Yes, in accordance with the Council's Policy
<p>2.2 If there a risk for the proposal to discriminate against Welsh speaking service users?</p> <ul style="list-style-type: none"> • Have the needs of Welsh speakers been considered in the proposal? • Are Welsh speakers likely to receive the same standard of service as provided in English? • Are Welsh language arrangements likely to lead to a delay in the service? 	No new service is created as it is a Strategic Plan
<p>2.3 Is the proposal likely to make Welsh more visible?</p>	No new service is created as it is a Strategic Plan

Isle of Anglesey County Council - Welsh Language Impact Assessment Template

2 - Effect on Welsh speaking users	
<ul style="list-style-type: none"> • Is it likely to increase use of the language by producing Welsh language materials and signs? • Is it likely to influence others to make more use of Welsh, for example businesses? 	No
<p>2.4 Will the Welsh language service in relation to the proposal be accessible?</p> <ul style="list-style-type: none"> • Will the service be as accessible in Welsh as in English? • Will the services be available at the same time? 	Yes, in accordance with the Council's Policy

3 - Effect on Welsh speaking communities	
<p>3.1 Is the proposal likely to contribute towards safeguarding Welsh in communities?</p> <ul style="list-style-type: none"> • Is it likely to contribute towards efforts to tackle the challenges of demographic change and migration - such as providing opportunities for young people to stay in their communities? • Is it likely to contribute towards the local economy in Welsh speaking areas? • Will it provide Welsh medium services - such as child-minding services? 	<p>This Strategic Plan complements our Housing Strategy and Welsh Language Promotion Strategy which promotes the opportunity for people to stay within their communities and on the Island by offering a range of different initiatives.</p> <p>According to the Census, the percentage of Welsh speakers in the population aged 16-64 (working age) fell by 27.1%, a decrease of 8% in Welsh speakers aged 3-15; but a 16% increase in the percentage of Welsh speakers over the age of 65. This means that it is extremely important to hold on to young families, encourage Welsh speakers who have moved away to return to the area and encourage individuals to learn Welsh in order to at least maintain the language. Providing housing that is affordable enough and of the right kind to address the need in the local area and in a Local Service Centre (which is a</p>

Isle of Anglesey County Council - Welsh Language Impact Assessment Template

3 - Effect on Welsh speaking communities	
	sustainable location to live in) is an important way of doing this.
<p>3.2 Does the proposal take steps to promote and facilitate the Welsh language?</p> <ul style="list-style-type: none"> • Does the proposal contribute towards Welsh medium community activities? • Does it offer opportunities for young people to use Welsh outside school hours? • Does it offer a new service that will also be available in Welsh – for example leisure or sporting activities and provision? • Does it contribute or add value to other activities relating to language, such as the work of the local Welsh language initiative (Menter Iaith), the Urdd etc. 	No new service is created as it is a Strategic Plan

4 - Contribution towards Welsh language standards, language policies, strategies and other relevant guidance relating to the Welsh language	
<p>4.1 The language policies of partner organisations or nearby public bodies:</p> <ul style="list-style-type: none"> • Is the authority working in partnership on the proposal? • Which other organisations are likely to be affected by the development? • Do those organisations have Welsh language standards or language policies? • Does the proposal contribute towards these schemes? 	No new service is created as it is a Strategic Plan

Isle of Anglesey County Council - Welsh Language Impact Assessment Template

4 - Contribution towards Welsh language standards, language policies, strategies and other relevant guidance relating to the Welsh language	
<p>4.2 Relevant Welsh language strategies:</p> <ul style="list-style-type: none"> • Will the proposal contribute towards the Anglesey Welsh Language Strategic Forum’s Welsh Language Strategic Plan 2016 – 2021 which was adopted by this Council in September 2016? • How does the proposal contribute towards the vision of the Assembly Government for one million Welsh speakers by 2050? 	<p>Yes, it will offer opportunities for people to have access to housing within their communities and the Island. See 3.1 above.</p>

5 – The impacts identified and assessed	
5.1 What impacts and effects have you identified (ie summary of the responses to the above questions) together with the probability and likely severity/ significance of impact? How do you plan to address these impacts in order to improve the outcomes for the Welsh language? Detail mitigation measures/ alternative options to reduce adverse impacts and increase positive outcomes:	
Positive impact	Opportunities for people to have access to housing through a range of initiatives
Adverse impact	No adverse impact identified
Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life, Welsh at work increased?	Any service that is provided in relation to the Strategic Plan will

Isle of Anglesey County Council - Welsh Language Impact Assessment Template

5 – The impacts identified and assessed	
	be provided in Welsh in accordance with Welsh language standards and the Council's Welsh language policy
Evidence / data used to support your assessment:	2011 Census data about the number of Welsh speakers by age

6 - Consultation	
6.1 During consultation, what questions do you wish to ask about the Welsh Language Impacts? Guidance has been included in the pre-consultation and pre-engagement checklist, which is available on MonITor	We have completed an Impact Assessment on the positive and negative impact on Equality and the Welsh Language. In your opinion, have we missed anything?
6.2 With whom are you consulting? How are Welsh language interest groups likely to respond?	Tenants will take part in decisions on work in their homes, such as WHQS 2023.
6.3 Following consultation, what changes have you made to address language issues raised?	No changes

7 – Post consultation, final proposals and ongoing monitoring	
7.1 Summarise your final decisions, list the likely effects on the Welsh language and how you will promote/ mitigate these. Record your compliance with the Welsh language standards.	No negative impact identified

Isle of Anglesey County Council - Welsh Language Impact Assessment Template

7 – Post consultation, final proposals and ongoing monitoring	
You will need to refer to this summary in the equality impact assessment template (Step 4 – result of the assessment)	
7.2 How will you monitor the ongoing effects during the implementation of the policy?	The action plan at the end of the equality impact assessment template should be used to note any actions planned following completion of the assessment.