

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



This **Integrated Impact Assessment tool** incorporates the principles of the Well-being of Future Generations (Wales) Act 2015 and the Sustainable Development Principles, the Equality Act 2010 and the Welsh Language Measure 2011 (Welsh Language Standards requirements) and Risk Management in order to inform effective decision making and ensuring compliance with respective legislation.

1. PROPOSAL DETAILS: (Policy/Change Objective/Budget saving)

Proposal Title	Housing Strategy, setting out Ceredigion's visions and plans for housing in the county for the next 5 years				
Service Area	Housing	Corporate Lead Officer	Greg Jones	Strategic Director	James Starbuck
Name of Officer completing the IIA	Cerys Purches-Phillips	E-mail	Cerys.purches-phillips@ceredigion.gov.uk	Phone no	Skype

Please give a brief description of the purpose of the proposal

The Local Authority plays a lead role in developing an approach to housing across all tenures in the County. The purpose of the Strategy is to ensure the delivery of more integrated housing and related services in order to meet local need, whilst also safeguarding the heritage and culture of the County. Sustaining existing communities is key to this strategy, and vital for the health of the Welsh language in Ceredigion.

Who will be directly affected by this proposal? (e.g. The general public, specific sections of the public such as youth groups, carers, road users, people using country parks, people on benefits, staff members or those who fall under the protected characteristics groups as defined by the Equality Act and for whom the authority must have due regard).

Residents of the County, across all tenures could be impacted by the strategy.

VERSION CONTROL: The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development, Welsh language and equality considerations wherever possible.

Author	Decision making stage	Version number	Date considered	Brief description of any amendments made following consideration
Cerys Purches-Phillips	Scrutiny	1	13/04/2023	No changes, progress to Cabinet.
Cerys Purches-Phillips	Cabinet	1	02/05/2023	No changes, approval for public consultation.
Cerys Purches-Phillips	Scrutiny	2	18/09/2023	

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COUNCIL STRATEGIC OBJECTIVES: Which of the Council's Strategic Objectives does the proposal address and how?	
Boosting the Economy, supporting Business and enabling employment.	The Strategy will have a positive impact on the local construction industry providing job opportunities in the development of new homes and adaption and improvement to existing homes. It will also provide the opportunity for residents to maintain a sustainable home as a basis to find secure employment.
Creating caring and healthy communities	The Strategy will provide opportunities to enable local people to remain in their communities, safeguarding cultural heritage and language, especially in areas of high proportion of Welsh speakers. The Strategy will aim to provide early assistance and support for peoples' housing needs, sustaining their accommodation or enabling them to move on where appropriate. The right level and type of support will be provided at the right time, to prevent escalation. Wherever possible, through a variety of options, we will maximise people's independence enabling them to remain in their own homes and communities.
Providing the best start in life and enabling Learning at all ages	The Strategy will provide the opportunity for residents to maintain a sustainable home as a basis to find education / secure employment.
Creatin sustainble, greener and well-connected communities	Providing quality housing, suitably located will enable people to stay in their own homes for longer, promoting community resilience. Improvements to existing homes can enhance an area giving a sense of community pride. The Strategy will support schemes to improve energy efficiency.

NOTE: As you complete this tool you will be asked for **evidence to support your views**. These need to include your baseline position, measures and studies that have informed your thinking and the judgement you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation will have a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people's perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data from the census figures (such as Ceredigion Welsh language Profile and Ceredigion Demographic Equality data)*
- *National Household survey data*
- *Service User data*
- *Feedback from consultation and engagement campaigns*
- *Recommendations from Scrutiny*
- *Comparisons with similar policies in other authorities*
- *Academic publications, research reports, consultants' reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors, 'Is Wales Fairer' document.*
- *Welsh Language skills data for Council staff*

2. SUSTAINABLE DEVELOPMENT PRINCIPLES: How has your proposal embedded and prioritised the five sustainable development principles, as outlined in the Well-being of Future Generations (Wales) Act 2015, in its development?

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Sustainable Development Principle	Does the proposal demonstrate you have met this principle? If yes, describe how. If not, explain why.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the principle?
<p>Long Term Balancing short term need with long term and planning for the future.</p>	<ul style="list-style-type: none"> The term for the Strategy is 5 years. After which it will be reviewed to ensure it is still meeting residents needs and amended accordingly. Short term needs are addressed through immediate response and support provision. 	<p>The development of housing addresses longer term issues.</p>	<p>N/A</p>
<p>Collaboration Working together with other partners to deliver.</p>	<ul style="list-style-type: none"> The Strategy has been developed in conjunction with Partners and will continue to need their support in order to fully maximise the potential of the strategy and its' delivery. The Strategy can only be realised through partnership working in both Public and Third Sector. 	<p>Regular attendance at the Strategic Housing Partnership together with workshops held 9th January 2023 and 12th January 2023 to develop the Strategy. Partners include: Wales & West Housing, Ceredig, Barcud, HDUHB, together with Corporate Managers from other Council service areas.</p>	<p>N/A</p>
<p>Involvement Involving those with an interest and seeking their views.</p>	<ul style="list-style-type: none"> We have sought involvement through a workshop held regarding the strategy to which stakeholders were invited and encouraged to contribute to the development of the strategy. Updates on the progression of the strategy are given regularly and considered at the Strategic Housing Partnership. There will be a formal consultation process before adoption. 	<p>Regular attendance at the Strategic Housing Partnership together with workshops held 9th January 2023 and 12th January 2023 to develop the Strategy. Partners include: Wales & West Housing, Ceredig, Barcud, HDUHB,</p>	<p>N/A</p>

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		together with Corporate Managers from other Council service areas.	
<p>Prevention Putting resources into preventing problems occurring or getting worse.</p>	<ul style="list-style-type: none"> The Strategy embodies the aim of prevention in order to maintain independence and sustainable communities. 	<p>Housing Support services will play a big role in prevention and escalation. Improving and adapting peoples home conditions will promote independence and sustainability.</p>	<p>The strategy will have a positive impact - improving the quality of housing which is suitably located, which can enable people to live at home for longer. It has the potential to create more resilient and connected communities and improve people's health and wellbeing. With a high density of Welsh speakers within the County, there is a need to ensure, as far as possible, that housing needs fosters and strengthen the language.</p>
<p>Integration Positively impacting on people, economy, environment and culture and trying to benefit all three.</p>	<p>The Housing Service is fully embedded in the Through Age Wellbeing model, holistically working with other Services for a person focussed outcome.</p> <p>The Strategy encourages collaboration and partnership working to ensure delivery of its' key priorities.</p>	<p>The Strategy has been developed with partners and will continue to be monitored through the Strategic Housing Partnership Meeting to ensure delivery of key outcomes.</p>	<p>Consider specific national strategies developed for protected groups, e.g. Armed Forces, Anti-Racism, Gypsy and Traveller.</p>



3. WELL-BEING GOALS: Does your proposal deliver any of the seven National Well-being Goals for Wales as outlined on the Well-being of Future Generations (Wales) Act 2015? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. We need to ensure that the steps we take to meet one of the goals aren't detrimental to meeting another.			
Well-being Goal	Does the proposal contribute to this goal? Describe the positive or negative impacts-	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the goal?
3.1. A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	The strategy positively contributes to a prosperous Wales, through opportunities for local procurement, community involvement through local development and energy efficiency schemes.	Opportunities for local procurement are pursued through adaptations, development and energy efficiency. £4million is invested into the County through the Housing Support Programme.	Community benefits can be realised through procurement avenues.
3.2. A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).	The Strategy encourages opportunities for a resilient Wales to improve energy efficiency within peoples homes and build community resilience through the provision of sustainable cost effective homes.	Examples of funding bids for warmer homes together with other new development schemes. Evidence Papers contained in the Strategy support this view.	Requirements relating to environmental considerations will be addressed through Planning.
3.3. A healthier Wales People's physical and mental wellbeing is maximised and health impacts are understood.	The Strategy aims to improve the living environment which will have a positive impact on a persons physical and mental wellbeing. The Housing Support Programme, which supports the Housing Strategy, will address peoples physical and mental wellbeing, in the context of their housing need.	Housing Needs Assessment. Evidence Papers contained in the strategy outline the contributing factors and key statistics are shown as examples of improved living standards.	Close working with other Pyrths through the Through Age Wellbeing model.

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		adaptations and affordable housing.	
<p>3.4. A Wales of cohesive communities Communities are attractive, viable, safe and well connected.</p>	<p>The Strategy will have a positive impact in creating attractive, viable, safe and well connected communities.</p>	<p>Evidence indicates that socio-economic status and deprivation, access to services and facilities, and crime, have the greatest impact on community cohesion and resilience. Provision of quality, affordable housing in the right location that meets residents needs will have a positive impact on both socio-economic status and deprivation. Enabling local people to remain in their communities will contribute towards sustaining cultural heritage and language.</p>	<p>The Housing Strategy has been strengthened to include working with communities and future housing needs.</p> <p>Requirements relating to community considerations will be addressed through Planning.</p>
<p>3.5. A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	<p>There is a positive impact for a globally responsible Wales through encouraging and supporting energy efficiency schemes in both new build and existing properties whilst reducing peoples' carbon footprint.</p> <p>The Housing Service actively supports Refugee Resettlement within the County.</p>	<p>Evidence of carbon reduction before and after schemes are implemented.</p>	

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<p>3.6. A more equal Wales People can fulfil their potential no matter what their background or circumstances.</p> <p><i>In this section you need to consider the impact on equality groups, the evidence and any action you are taking for improvement.</i> <i>You need to consider how might the proposal impact on equality protected groups in accordance with the Equality Act 2010?</i> <i>These include the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or beliefs, gender, sexual orientation.</i> Please also consider the following guide:: Equality Human Rights - Assessing Impact & Equality Duty</p>	<p>Describe why it will have a positive/negative or negligible impact.</p> <p><i>Using your evidence consider the impact for each of the protected groups. You will need to consider do these groups have equal access to the service, or do they need to receive the service in a different way from other people because of their protected characteristics. It is not acceptable to state simply that a proposal will universally benefit/disadvantage everyone. You should demonstrate that you have considered all the available evidence and address any gaps or disparities revealed.</i></p>	<p>What evidence do you have to support this view?</p> <p><i>Gathering Equality data and evidence is vital for an IIA. You should consider who uses or is likely to use the service. Failure to use <u>data</u> or <u>engage</u> where change is planned can leave decisions open to legal challenge. Please link to involvement box within this template. Please also consider the general guidance.</i></p>	<p>What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?</p> <p><i>These actions can include a range of positive actions which allows the organisation to treat individuals according to their needs, even when that might mean treating some more favourably than others, in order for them to have a good outcome. You may also have actions to identify any gaps in data or an action to engage with those who will/likely to be effected by the proposal. These actions need to link to Section 4 of this template.</i></p>																
<p>Age Do you think this proposal will have a positive or a negative impact on people because of their age? (Please tick ✓)</p> <table border="1" data-bbox="76 1027 779 1465"> <thead> <tr> <th></th> <th>Positive</th> <th>Negative</th> <th>None/ Negligible</th> </tr> </thead> <tbody> <tr> <td>Children and Young People up to 18</td> <td style="text-align: center;">✓</td> <td></td> <td></td> </tr> <tr> <td>People 18-50</td> <td style="text-align: center;">✓</td> <td></td> <td></td> </tr> <tr> <td>Older People 50+</td> <td style="text-align: center;">✓</td> <td></td> <td></td> </tr> </tbody> </table>		Positive	Negative	None/ Negligible	Children and Young People up to 18	✓			People 18-50	✓			Older People 50+	✓			<p>There is a positive impact for all age groups as we are creating homes which are suitable for each stage of life from safe, warm homes for children, families and through to adapted and independent homes for the elderly.</p> <p>Within the Housing Strategy there is a recognised need for smaller housing suitable for younger people wishing to establish themselves in the area.</p>	<p>21% of households on the Ceredigion Housing Register have requested Older Persons' Accommodation.</p> <p>Evidence papers and key statistics contained in the Strategy support this view.</p> <p>Ceredigion's population is expected to age over the coming years, with significant increases in the numbers of people aged 65 and over, and more particularly in the 85+ age group. As life expectancy increases, the</p>	<p>Actions have already been taken to better contribute to positive impacts for young people and older people.</p> <p>There are specific Housing Support commissioned services to address the needs of younger and older age groups.</p>
	Positive	Negative	None/ Negligible																
Children and Young People up to 18	✓																		
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			<p>There is an equal desire and need for Older Persons' accommodation and as such, developments are in the pipeline for appropriate schemes.</p>	<p>demand for housing which is suited to the needs of the elderly is likely to increase further.</p> <p>Data from 2021 Census for Ceredigion:</p> <table border="1"> <thead> <tr> <th>Age Group</th> <th>Population</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>0-18</td> <td>12,572</td> <td>18</td> </tr> <tr> <td>18-50</td> <td>26,168</td> <td>37</td> </tr> <tr> <td>50+</td> <td>32,728</td> <td>46</td> </tr> <tr> <td>Total</td> <td>71,468</td> <td>100*</td> </tr> </tbody> </table> <p><i>Figures do not sum to exactly 100% due to computer roundings</i></p> <p>A higher share of the population in Ceredigion (26%) is of retirement age than in Wales in general (21%).</p>	Age Group	Population	%	0-18	12,572	18	18-50	26,168	37	50+	32,728	46	Total	71,468	100*	
Age Group	Population	%																		
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Total	71,468	100*																		

<p>Disability Do you think this proposal will have a positive or a negative impact on people because of their disability? (Please tick ✓)</p>				<p>19% of households on the Ceredigion Housing Register have requested an adapted property, thus creating the Accessible Housing Register. The Accessible Housing Register needs are considered when planning social housing developments.</p>	<p>Evidence papers and key statistics contained in the Strategy support this view.</p> <p>The 2021 Census identifies 22% of the population as having a long term health problem or disability which</p>	<p>There are specific Housing Support commissioned services to address the needs of disabled people.</p>
Hearing Impairment	Positive	Negative	None/ Negligible			
	✓					
Physical Impairment	Positive	Negative	None/ Negligible			

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	✓			<p>Adaptations can be realised through the Disabled Facilities Grants process, where small and medium grants are no longer means tested.</p> <p>It is important to provide a range of housing services that enable people to maintain their independence and wellbeing through each stage of life.</p> <p>There is a positive impact for the full range of disabilities as future housing should address individuals needs as and when they occur.</p>	<p>limits their day to day activities.</p>	
Visual Impairment	Positive	Negative	None/ Negligible			
	✓					
Learning Disability	Positive	Negative	None/ Negligible			
	✓					
Long Standing Illness	Positive	Negative	None/ Negligible			
	✓					
Mental Health	Positive	Negative	None/ Negligible			
	✓					
Other	Positive	Negative	None/ Negligible			
	✓					
<p>Transgender Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)</p>				<p>There will be no differential impact on transgender persons.</p> <p>Individual needs are identified through application and addressed accordingly.</p>	<p>Figures on gender reassignment are difficult to establish since most people experiencing gender dysmorphia are likely to wish to remain undetected.</p> <p>One in eight people in Ceredigion aged under 35 years old identify with an LGBTQA+ sexual orientation, new census figures show.</p>	<p>Individual needs are identified and a person centered approach taken to support.</p>
Transgender	Positive	Negative	None/ Negligible			
			✓			

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					<p>The Census data shows 1,660 people aged between 16 and 24 years old in Ceredigion said they identified with a sexuality other than heterosexual when the Census took place in March 2021, alongside 500 aged 25 to 34.</p> <p>In addition, the latest Census figures show that 1 in 8 people in Ceredigion, aged under 35 years old identify with an LGBTQA+ orientation.</p>	
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Marriage or Civil Partnership Do you think this proposal will have a positive or a negative impact on marriage or Civil partnership? (Please tick ✓)				The Strategy aims to provide housing to suit the individuals need irrespective of marital status.	According to 2021 Census Reports, the proportion of married people is at 43.1%, which is slightly less than 43.8% across Wales as a whole. The proportion of a same-sex civil partnership is at 0.2%, which is higher than the 0.1% across both Wales and England.	Individual needs are identified and a person centered approach taken to support.
Marriage	Positive	Negative	None/ Negligible			
			✓			
Civil partnership	Positive	Negative	None/ Negligible			
			✓			

Pregnancy or Maternity Do you think this proposal will have a positive or a negative impact on pregnancy or maternity? (Please tick ✓)				The Strategy aims to provide housing to suit the individuals need. Pregnant women and women with dependant children are considered as	Legislative requirement.	Individual needs are identified and a person centered approach taken to support.
Pregnancy	Positive	Negative	None/ Negligible			

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			✓	priority need for homelessness.		
Maternity	Positive	Negative	None/ Negligible			
			✓			

Race Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				<p>Customs, beliefs and traditions within diverse communities will be respected.</p> <p>Development of affordable housing sites contain a mix of housing types to meet diverse needs and culturally appropriate accommodation.</p> <p>Gypsy & Traveller needs are catered for through a regular Accommodation Assessment.</p> <p>The Council participates in National Refugee Resettlement schemes.</p>	<p>The majority of Ceredigion's residents (96.2%) are white, with the majority of those being White Welsh, Scottish, Northern Irish, English, or British. The next largest ethnic group in Ceredigion is Asian, Asian British or Asian Welsh with 1,096 people or 1.5% of the County's population. A further 867 or 1.2% of the population are from Mixed or Multiple ethnic groups, and 366 or 0.5% are Black, Black British, Black Welsh, Caribbean or African.</p>	<p>The use of interpretation services might be required for service users who are migrants and have limited or no Welsh/English language skills.</p> <p>Consider Anti-Racist Wales Action Plan.</p>
White	Positive	Negative	None/ Negligible			
	✓					
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
	✓					
Asian / Asian British	Positive	Negative	None/ Negligible			
	✓					
Black / African / Caribbean / Black British	Positive	Negative	None/ Negligible			
	✓					
Other Ethnic Groups	Positive	Negative	None/ Negligible			
	✓					

Religion or non-beliefs Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs or non-beliefs? (Please tick ✓)				<p>Customs, beliefs and traditions within diverse communities will be respected.</p>	<p>The largest proportion of the population in Wales describe themselves in the 2021 Census as having no religion (47%), followed by Christian (44%). Muslim is the next largest group in Wales with 66,947 members representing 2.2% of the population. In</p>	N/A
Christian	Positive	Negative	None/ Negligible			
	✓					
Buddhist	Positive	Negative	None/ Negligible			

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	✓					
Hindu	Positive	Negative	None/ Negligible		Ceredigion, the largest proportion of the population state their religion as Christian (47%), followed by no religion (43%). Other religions, which includes Pagan, Spiritualism and Spiritualist are the next largest group at 0.9% of the population.	
	✓					
Humanist	Positive	Negative	None/ Negligible			
	✓					
Jewish	Positive	Negative	None/ Negligible			
	✓					
Muslim	Positive	Negative	None/ Negligible			
	✓					
Sikh	Positive	Negative	None/ Negligible			
	✓					
Non-belief	Positive	Negative	None/ Negligible			
	✓					
Other	Positive	Negative	None/ Negligible			
	✓					

Sex Do you think this proposal will have a positive or a negative impact on men and/or women? (Please tick ✓)				The Strategy aims to provide housing to suit the individuals need.	According to the 2021 Census, females (51%) account for slightly more of the population in Ceredigion than males (49%).	N/A
Men	Positive	Negative	None/ Negligible			
	✓					
Women	Positive	Negative	None/ Negligible			
	✓					

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Sexual Orientation Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Please tick ✓)				The Strategy strives to provide suitable accommodation for all specified groups. There will be no differential impact. Individual needs are identified through application and addressed accordingly.	For the first time in 2021, information on sexual orientation was recorded in a Census. In Ceredigion, 85% identified as Straight or Heterosexual, with 10% choosing not to answer this question. A further 3% or 1,617 are bisexual, and 2% or 941 are gay or lesbian. Prior to the Census in 2021, it had been estimated that 5-7% of the population were lesbian, gay or bisexual.	N/A
Bisexual	Positive	Negative	None/ Negligible			
	✓					
Gay Men	Positive	Negative	None/ Negligible			
	✓					
Gay Women / Lesbian	Positive	Negative	None/ Negligible			
	✓					
Heterosexual / Straight	Positive	Negative	None/ Negligible			
	✓					

In further regard of a more equal Wales, we have considered also the following specific groups.

Armed Forces Personnel Do you think this proposal will have a positive or a negative impact on Armed Forces Personnel? (Please tick ✓)				The Common Housing Register gives additional consideration to this Group. Information on this is collated and monitored.	The Census 2021 tell us that 2525 people in Ceredigion (4.1%) have previously served in the Armed Forces, compared with 4.5% across Wales.	N/A
AF Personnel	Positive	Negative	None/ Negligible			
	✓					

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Carers Do you think this proposal will have a positive or a negative impact on Armed Forces Personnel? (Please tick ✓)				There is a positive impact for the full range of disabilities and their Carers, future housing should address individuals needs as and when they occur.	According the Census 2021, there are 7,421 unpaid carers in Ceredigion. There are 2,338 providing 50 hours per week or more which is slightly higher than the 2,225 in 2011.	N/A
Carers	Positive	Negative	None/ Negligible			
	✓					

Having due regards in relation to the three aims of the Equality Duty - determine whether the proposal will assist or inhibit your ability to eliminate discrimination; advance equality and foster good relations.

3.6.2. How could/does the proposal help advance/promote equality of opportunity?

You should consider whether the proposal will help you to: ● Remove or minimise disadvantage ● To meet the needs of people with certain characteristics ● Encourage increased participation of people with particular characteristics

The Strategy will help promote equality of opportunity for all residents to be provided with safe, quality, affordable living accommodation suitable to their individual needs.

3.6.3. How could/does the proposal/decision help to eliminate unlawful discrimination, harassment, or victimisation?

You should consider whether there is evidence to indicate that: ● The proposal may result in less favourable treatment for people with certain characteristics ● The proposal may give rise to indirect discrimination ● The proposal is more likely to assist or impeded you in making reasonable adjustments

The Strategy helps to eliminate discrimination by being accessible to all groups, and by making reasonable adjustments, whenever required.

3.6.4. How could/does the proposal impact on advancing/promoting good relations and wider community cohesion?

You should consider whether the proposal will help you to: ● Tackle prejudice ● Promote understanding

No group is shown favour and the strategy encourages inclusivity. We aim to provide inclusive housing to all those in need and to encourage and support community cohesion within diverse communities. Peer support within communities is encouraged through the Housing Support Programme.



Having due regard of the Socio-Economic Duty of the Equality Act 2010.
Socio-Economic Disadvantage is living in less favourable social and economic circumstances than others in the same society.
As a listed public body, Ceredigion County Council is required to have due regard to the Socio-Economic Duty of the Equality Act 2010. Effectively this means carrying out a poverty impact assessment. The duty covers all people who suffer socio-economic disadvantage, including people with protected characteristics.

3.6.5 What evidence do you have about socio-economic disadvantage and inequalities of outcome in relation to the proposal?
Describe why it will have a positive/negative or negligible impact.

Evidence points to those with low incomes having restricted housing choices which can impact their opportunities within their local community, for support, employment and education.

What evidence do you have to support this view?

LHMA, Census Data, Wellbeing Plan, Demographics.

What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

Housing Support Programme provides assistance and advice around money management, income maximisation, budgetting, healthy lifestyles and managing accommodation. The Housing Strategy also aims to maximise delivery of affordable housing and affordable housing options.

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3.7. A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh Language are promoted and protected. <i>In this section you need to consider the impact, the evidence and any action you are taking for improvement. This in order to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language Measure 2011.</i>				Describe why it will have a positive/negative or negligible impact.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Will the proposal be delivered bilingually (Welsh & English)?	Positive	Negative	None/ Negligible	The Strategy will be available in both Welsh and English.	Bilingual copies of the final Strategy will be available on the corporate website in accordance with full compliance with the Council Welsh Language Standards.	N/A
	✓					
Will the proposal have an effect on opportunities for persons to use the Welsh language?	Positive	Negative	None/ Negligible	Impact is positive in this case. Communities are changing in Ceredigion, and this is having an effect on language use. Within the Strategy we aim to (i) Ensure that there are affordable homes for local people so that they can remain in their communities and	Ceredigion Welsh Language Profile: 45.3% (31,678) of the population over 3 years old are welsh speakers according to Census 2021 returns. We record applicants language of choice on application.	N/A
	✓					

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				(ii) sustain the vitality of the language. Ensure that there are sufficient homes available for young people, should they wish to establish themselves in the County.		
Will the proposal increase or reduce the opportunity for persons to access services through the medium of Welsh?	Positive	Negative	None/ Negligible	Impact is positive. Service users may access their housing service in Welsh or English in accordance with the Council's language policy.	Applicants can apply in either Welsh or English and receive a full service.	N/A
	✓					
How will the proposal treat the Welsh language no less favourably than the English language?	Positive	Negative	None/ Negligible	The Strategy and relevant documents will be available in both languages. We are always mindful of language and culture and seek to provide homes for local people to remain in their communities in order for the language to thrive.	One of the principle aims of the 'Housing for All' Strategy is to address affordable housing for local people. The Strategy aims to ensure sufficient opportunities for local people to access affordable or social housing through having a local connection. Feedback received through the Consultation	N/A
	✓					

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					phase has confirmed this. Where a number of respondents stated that the Strategy would not have a negative impact on the Welsh language.	
Will it preserve promote and enhance local culture and heritage?	Positive	Negative	None/ Negligible	The Strategy will aim to have a positive effect on local culture and heritage as it aims to increase affordable homes for local people.	Actions will address the needs of local residents which includes language needs, and protecting cultural heritage of the county.	N/A
	✓					

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4. STRENGTHENING THE PROPOSAL: If the proposal is likely to have a negative impact on any of the above (including any of the protected characteristics), what practical changes/actions could help reduce or remove any negative impacts as identified in sections 2 and 3?

4.1 Actions.

What are you going to do?	When are you going to do it?	Who is responsible?	Progress

4.2. If no action is to be taken to remove or mitigate negative impacts please justify why.
(Please remember that if you have identified unlawful discrimination, immediate and potential, as a result of this proposal, the proposal must be changed or revised).

No negative impacts identified.

4.3. Monitoring, evaluating and reviewing.

How will you monitor the impact and effectiveness of the proposal?

The impact and the effectiveness of the Strategy will be monitored through Strategic Housing Partnership and continuous conversations with Partners.

5. RISK: What is the risk associated with this proposal?




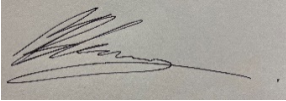
Impact Criteria	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very High
Likelihood Criteria	1 - Unlikely to occur	2 - Lower than average chance of occurrence	3 - Even chance of occurrence	4 - Higher than average chance of occurrence	5 - Expected to occur
Risk Description	Impact (severity)		Probability (deliverability)		Risk Score
No risks identified					<i>Probability x Impact e.g. 3 x 5 = 15</i>

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Does your proposal have a potential impact on another Service area?			
Yes, partnership working with Through Age Wellbeing model and Economy and Regeneration will ensure maximum positive impact throughout the County.			

6. SIGN OFF			
Position	Name	Signature	Date
Service Manager	Llŷr Hughes		14/03/2023
Corporate Lead Officer	Greg Jones		15/08/2023
Corporate Director	James Starbuck		15/03/2023
Portfolio Holder	Cllr Matthew Vaux		15/03/2023