

South Ayrshire Council

Joint Report by Depute Chief Executive and Director - People and Director of Health and Social Care to Leadership Panel of 12 February 2019

Subject: Update on Improving Housing Outcomes for Care Experienced Young People

1. Purpose

- 1.1 The purpose of this report is to update Leadership Panel on the action plan for improving housing outcomes for young people leaving care.

2. Recommendations

2.1 It is recommended that the Panel:

- 2.1.1 notes the progress made to date on the action plan and priority areas; and**
- 2.1.2 requests that the action plan be further progressed and reported via Directorate/ service planning processes.**

3. Background

- 3.1 The Council meeting of 10 May 2018 agreed that:

‘Officers should develop proposals to ensure that Looked After Young People and Care Leavers no longer have to resort to going through the homeless system to gain accommodation when they reach their 18th year’, and that this report be brought back to the Leadership Panel in August.

- 3.2 Prior to this Motion, officers from the Council and Health and Social Care Partnership officers had commenced work in this area in January 2018 through an event aimed at improving housing outcomes for young care leavers. The event was attended by key individuals representing a variety of interests and services, including Elected Members, officers, local support providers and care experienced young people.

- 3.3 An action plan was developed and endorsed by Leadership Panel in August 2018. A Working Group consisting of representatives from Housing Services, Children and Families Services, the Young People’s Support and Transition Team (YPST) and the Champions Board have been meeting every six weeks to progress the plan and the updated document is attached as [Appendix 1](#).

3.4 The August 2018 report highlighted a number of priority areas identified by services and young people:

- Life skills;
- Person-centred housing options;
- Preventing the need to apply as homeless; and
- Appropriate person-centred support.

3.5 **Life Skills**

3.5.1 One of the most important areas for improvement highlighted by participants at the event in January 2018 was the need to ensure young people had the life skills required to live independently. Improving life skills is considered to have a positive impact on a wide range of outcomes for young people, including improving their ability to manage a tenancy, increasing social inclusion and their ability to participate fully in society, and reducing poverty.

3.5.2 To help improve the life skills of care experienced young people, the Council commissioned the Ayr Housing Aid Centre to develop an adapted version of its First Home and Housing Education for Youths (HEY) programmes. Development was informed by a series of engagement activities with young people and carers ensuring that their lived experiences shaped the development and delivery of the programme.

3.5.3 The First Home element of the service is aimed at young people who are thinking about living independently for the first time. Participants embark on a six stage programme that aims to develop and enhance life skills critical to successful independent living including:

- Money management (including Universal Credit);
- Cooking and healthy eating;
- Living as part of a community;
- Looking after your home; and
- Improving and maintaining your home.

3.5.4 The pace of the programme is guided by the young person and First Home Support Workers aim to build a trusting relationship that takes into account social and emotional needs as well as life skills. Wellbeing outcomes are measured using the [SHANNARI](#) indicators, the acronym used by the Scottish Government to support the implementation of GIRFEC.

3.5.5 The pilot started on 1 November 2018 and a small group of young people is currently engaged with the First Home project, with three further referrals expected from the Young Persons Support and Transition (YPST) team.

3.5.6 The HEY project is aimed at young people aged between 14 and 16 who may be beginning to think about taking their first steps to independent

living. Interactive group sessions will be delivered within the children's houses covering topics such as:

- Housing options;
- The cost of running a household;
- The realities of moving out; and
- Homelessness.

3.5.7 The aim of the programme is to equip young people with knowledge to make informed choices when considering their housing options. The HEY sessions are due to begin in the children's houses in early February.

3.5.8 The First Home and HEY pilot projects are funded for 1 year using non-recurring homelessness funding. The pilot is due to conclude on 31 October 2019 and will be evaluated using feedback from young people and input from colleagues from Housing, Social Work and the Champions Board.

3.6 ***Person-Centred Housing Options***

3.6.1 A common issue raised by young people in relation to housing is the lack of choice available within the Council's own housing stock, often resulting in offers of properties that are considered low demand. This issue is not exclusive to young people leaving care but it can have a particularly detrimental effect on vulnerable young people starting in their first tenancies.

3.6.2 With this in mind, the Housing and Children and Families Teams worked closely with a small group of young people to identify properties that are suitable for their long term needs. Tenancies have been offered on a trial basis with reviews scheduled after 3 and 9 months. If the tenancies are working well at the review stages, the tenancies can be converted to permanent Scottish Secure Tenancies.

3.6.3 The effectiveness of this approach will be monitored by a working group who will meet regularly to refine processes and discuss ongoing issues.

3.6.4 A care experienced young person has also been identified to take part in the Housing Service's Housing First Pilot. Housing First is an alternative approach to repeat homelessness that rejects traditional requirements placed on people with complex needs to demonstrate they are 'housing ready' before being offered permanent accommodation. The Housing First approach instead suggests people with complex needs should be provided with permanent accommodation in the community first, from where they can then be provided with intensive support to address other issues like mental health and addictions issues.

3.6.5 The young person identified has a history of repeat homelessness and is considered to have complex needs. The young person will be provided with intensive, open ended wraparound support from early February 2019.

- 3.6.6 The group will continue to explore additional housing options for young people leaving care in order to ensure the full range of needs can be met.

3.7 ***Preventing the Need to Apply as Homeless***

- 3.7.1 At the heart of our approach to improving housing outcomes for young care leavers is a commitment to prevent the need for this group to apply as homeless. It is hoped that by avoiding this experience the young person will avoid negative connotations and stigma often associated with homelessness, and will be in a better position at the beginning of their tenancy.
- 3.7.2 There is an understanding that despite improved life skills and tenancy options, there will still be some care experienced young people who will fail to successfully maintain their tenancy. In order to prevent the need to make a homeless application in these circumstances, a number of options are under consideration that will allow young people to 'step down' from their own tenancy into transitional accommodation. For a model like this to be successful, it is vital the right type of support is available to young people.
- 3.7.3 One such model being progressed is the expansion of the number of supported carers for young people. Supported Carers are similar to Foster Carers but aimed specifically for young people aged 16 and over. They provide young people with a supportive family setting where they can live on a full time basis as they move towards independence. The main aim of the scheme is to prepare young people for living on their own, and supported carers achieve this by providing a nurturing and secure environment, whilst also allowing young people independence to carry out household tasks, such as cooking and washing clothes, and support them to undertake other work and social commitments. As the number of supported carers expands, it is hoped that they will play an important role in improving the outcomes of care experienced young people.

3.8 ***Appropriate and person-centred support***

- 3.8.1 To ensure that care experienced young people in South Ayrshire are afforded the best chance of succeeding, SA HSCP have identified the need to commission a specialised intensive support service. The service will aim to support young people with complex and challenging behaviours into adulthood by offering relationship based, person centred support.
- 3.8.2 The Council is preparing to review existing housing support services in line with its Rapid Rehousing Transition Plan. Housing support for care experienced young people will be included within the scope of this evaluation with a view to producing a joint commissioning plan.
- 3.8.3 The Employability and Skills team have, as part of the European Structural Funds employability pipeline programme and as agreed by the Leadership Panel of 12 June 2018, secured funding to provide additional support to care experienced young people from 2019 to 2022. An additional two Employability and Skills Officers will be appointed and will

be responsible for working with partners including Skills Development Scotland Housing and the HSCP to track the post-school destinations of all 16-19 year old care experienced young people and provide enhanced one-to-one support where appropriate to support progressions to employment and learning.

- 3.8.4 Alongside the development of a range of internal and external support for care leavers, it is important that colleagues within the Council are made aware and understand their roles as corporate parents. The Champions Board have delivered training to 875 corporate parents, 127 of these based within Housing Services.
- 3.8.5 The Group continues to meet every six weeks to monitor progress and to ensure the delivery of the Action Plan.

4. Proposals

- 4.1 This report seeks to update Leadership Panel on the progress towards addressing these priorities.

5. Legal and Procurement Implications

- 5.1 There are no legal implications arising from this report.
- 5.2 There are no procurement implications arising from this report.

6. Financial Implications

- 6.1 Not applicable.

7. Human Resources Implications

- 7.1 Not applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

- 8.1.1 There are no risk implications in relation to this report.

8.2 *Risk Implications of Rejecting the Recommendations*

- 8.2.1 Should Members reject the recommendations, there is a risk that we will continue to fail our most vulnerable young people in society through insufficient preparation for adulthood.

9. Equalities

- 9.1 The proposals in this report were recently equality impact assessed and, as the completed Equalities Impact Assessment still applies, it is attached as [Appendix 2](#).

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10. Sustainable Development Implications

- 10.1 **Considering Strategic Environmental Assessment (SEA)** - The proposals in this report represent a qualifying plan, programme, policy or strategy for consideration for SEA. However, it has been determined by South Ayrshire Council that the proposals are unlikely to have significant environmental effects; the PPPS is therefore exempt from the SEA process and can be *pre-screened* out. A determination to this effect has been made to the Scottish Government Gateway. An SEA has not been undertaken.

11. Options Appraisal

- 11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

- 12.1 The matters referred to in this report contribute to a number of strategic outcomes highlighted in the Council Plan:

12.1.1 Effective leadership that promotes fairness:

- We will ensure public services work together to deliver for our people and places, minimising duplication, maximising impact and support each other to deliver on priorities.
- We will support and promote a positive organisational culture of empowerment, innovation and change by redesigning services – where necessary – to improve quality and efficiency.

12.1.2 Reduce poverty and disadvantage:

- We will increase physical health; mental health and wellbeing assessments for looked after children.
- Working with Registered Social Landlords, communities and the Health and Social Care Partnership, we will ensure that housing meets the needs of older people as well as those with learning disabilities, mental health issues and people leaving the care sector.

12.1.3 Health and care systems that meet people's needs:

- We will support the full implementation of the Carers (Scotland) Act and the development of new Carers and Young Carers strategies.

13. Results of Consultation

- 13.1 There has been no public consultation on the contents of this report
- 13.2 Consultation has taken place with Councillor Douglas Campbell, Portfolio Holder for Corporate, Councillor Philip Saxton, Portfolio Holder for Housing and Community Wellbeing, and Councillor William Grant, Portfolio Holder for Children and Young People, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, the Depute Chief Executive and Director – People will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Leadership Panel in the ‘Council and Leadership Panel Decision Log’ at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Progress action plan and report via Directorate/ service planning processes	In line with Directorate Plan reporting to the Service and Performance Panel, as agreed on 5 February 2019	Service Lead – Corporate and Housing Policy

Background Papers: Report to Leadership Panel of 21 August 2018 – [Improving Housing Outcomes for Care Experienced Young People](#)

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Date: 5 February 2019

**Housing for Young Care Leavers
Action Plan 2018**

Action No.	Identified Action(s)	Senior Officer (s)	Suggested Timescale	B/R/A/G	% Complete	Update
Ability to Maintain Tenancy						
AMT2	<p>Adapt and expand the HEY and First Home Projects to support young people leaving care to develop life skills.</p> <p>Develop a personal skills development programme for young people currently in care, to be delivered at the right time for the individual</p>	Fiona MacDonald	6-12 Months		90%	<p>The Council has commissioned Ayr Housing Aid Centre (AHAC) to develop an adapted version of its First Home and Housing Education for Youths (HEY) projects aimed at supporting young people to develop life skills. Young people and carers were involved in the development process to ensure their lived experiences were reflected in the design of these services.</p> <p>The First Home project is aimed at improving life skills of care experienced young people thinking about living independently for the first time, while the HEY project focuses on a younger group of care experienced young people – those aged between 14 and 16 in Children’s Houses.</p> <p>The contract covering these projects went live on 1 November 2018, and a small group of young people is receiving support from First Home, with three more referrals expected in the coming weeks. The HEY project will commence in Children’s Houses in February 2019.</p> <p>The contract will run for 1 year until 1 November 2019, but further funding will be required if it is to be extended beyond that.</p>

**Housing for Young Care Leavers
Action Plan 2018**

Action No.	Identified Action(s)	Senior Officer (s)	Suggested Timescale	B/R/A/G	% Complete	Update
Ability to Maintain Tenancy (Cont.)						
AMT3	Explore options with energy suppliers and Citrus Energy relating to Young Care Leavers' tenancies.	Kevin Anderson	6 - 12 months		100%	Citrus Energy have provided training to YPST and Housing staff on supporting young people to switch suppliers or to address issues with energy supply.
Care Leavers Voice						
CLV1	Collate the views/concerns of Young Care Leavers in relation to leaving care to assist in ensuring a positive future experience and the delivery of person-centred services	Dawn Parker	1 - 5 months		100%	The Champions Board worked to collate the views of young people leaving care on a variety of subjects – including experience of care, housing and homelessness. Interviews with young people were filmed and edited into a number of engaging short films, presented at a well-attended launch event at the Odeon Cinema in October.
Young care leavers knowledge of their options and support available						
KOS1	Develop guidance for Young Care Leavers related to Continuing Care	Fiona MacDonald	1 - 5 months		90%	Guidance has been produced by Children and Families to support young people in knowing their rights about Continuing Care in South Ayrshire. This guidance will be reviewed by the Champions Board before being made available to help young people and staff to understand this important area of Corporate Parenting.

**Housing for Young Care Leavers
Action Plan 2018**

Action No.	Identified Action(s)	Senior Officer (s)	Suggested Timescale	B/R/A/G	% Complete	Update
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Models of accommodation and support

MAS1	Deliver additional temporary, interim and permanent supported accommodation options and models for young care leavers, taking a multi-agency approach to development.	Kevin Anderson	6 - 12 months		50%	<p>In order to improve the range of person-centred housing options available to young people leaving care, a ‘Starter Flat’ model was developed by the Housing Service informed by best practice elsewhere. Starter Flats offer a number of advantages to young people, including enhanced choice in the areas they would like to live in, a property decorated to a ‘blank canvas’ standard and access to person-centred support that helps them live independently.</p> <p>These properties are provided using a Short Scottish Secure Tenancy (a time-limited tenancy with support), and are kept under review on the understanding that if the young person does well in managing their home this will convert to a full Scottish Secure Tenancy.</p> <p>Three young people are currently in ‘Starter Flat’ tenancies, with a further two young people to be accommodated in the coming weeks. A meeting is scheduled to take place on 22 January in order to review processes and ensure these are working effectively.</p> <p>There remains a recognised need to develop additional housing options for young people who are not yet ready for independent living. An options appraisal will be carried out on a number of possible models in the coming months, giving consideration to how support needs will be met.</p>
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**Housing for Young Care Leavers
Action Plan 2018**

Action No.	Identified Action(s)	Senior Officer (s)	Suggested Timescale	B/R/A/G	% Complete	Update
Monitoring, Befriending and Advocacy						
MBA2	Expand the social support available to Young Care Leavers in relation to: <ul style="list-style-type: none"> • Exploring options of support worker/mentor involvement prior to leaving care • Identifying positive role models with experience of care and encourage them to offer peer support/mentoring • Considering providing befriending services/guidance and support services for Young Care Leavers 	Kevin Anderson/ Dawn Parker	6 - 12 months		25%	<p>Peer Support has been found to be very successful in helping people with complex needs to improve their social and housing outcomes. While support services often offer emotional and practical support as part of their service, this is not necessarily written into contracts. The working group recognise that a shift towards relationship-based support is critical to helping young people leaving care transition towards independence.</p> <p>In the coming months, consideration will be given to the scale and nature of support being provided to young people leaving care in South Ayrshire, and it is likely that peer support will be considered as an element of this.</p> <p>These elements of support have already been built into the AHAC contract.</p>
Person Centred Approaches						
PCA2	All staff to be trained on completing person centred plans (PCPs)	Fiona MacDonald	6 - 12 months		100%	Complete

**Housing for Young Care Leavers
Action Plan 2018**

Action No.	Identified Action(s)	Senior Officer (s)	Suggested Timescale	B/R/A/G	% Complete	Update
Pathway Planning and Transitions						
PPT2	Coordinate a review of the role, membership and remit of the Youth Housing Support Group to make it more outcome focussed	Lizette VanZyl and Anna McClelland	1 - 5 months		100%	A review of the role and remit of the Youth Housing Support Group (YHSG) was completed in September 2018. A monitoring tool has been developed to support the YHSG in managing its caseload and ensuring adequate time is given to all young people.
PPT3	Develop and deliver care-experience based training to partners involved in the young care leaver transition process	Dawn Parker	6 - 12 months		90%	<p>Since November 2017 an extensive Awareness Raising training programme has been designed and delivered by young people with care experience to teams throughout the Council, including housing and homelessness service.</p> <p>Council leaders have agreed that all staff will receive induction training on their role as a Corporate Parent and members of the Champions Board are working with colleagues in OD to complete an online course.</p>
Reducing Risk of Tenancy Failure						
RRT1	Review allocations policy to ensure the accommodation offered meets young care leavers' individual needs and reduces the risk of tenancy failure.	Michael Alexander	6 - 12 months		100%	Matters relating to accommodating YCL can be managed within existing allocations and housing management policies. A priority status is awarded to young people leaving care, while the 'Starter Flats' model offers an interim option to help young people in their first home.

**Housing for Young Care Leavers
Action Plan 2018**

Action No.	Identified Action(s)	Senior Officer (s)	Suggested Timescale	B/R/A/G	% Complete	Update
Staying Put						
STP1	Review current arrangements for providing mediation between Young People and their families/carers to prevent homelessness and re-establish links between the YPST and housing options teams	Kevin Anderson	1 - 5 months		10%	Consideration has been given to improving mediation arrangements in our Rapid Rehousing Transition Plan, and indicative costs are outlined in our bid to the Scottish Government for 'Ending Homelessness Together' funding through the Rapid Rehousing Resource Plan.
Youth Justice - Moving On						
YJ1	Review the support arrangements for Young Care Leavers with input from Justice and Social Work to ensure they are appropriately supported in transition from prison to liberation including arrangements to have a presence at Polmont	Lizette Van Zyl	1 - 5 months		10%	<p>Housing Options advice is currently provided to people leaving prison, but a gap has been identified in supporting young people leaving Polmont.</p> <p>Housing Options are working towards meeting the SHORE standard for people entering and leaving prison.</p>

**Housing for Young Care Leavers
Action Plan 2018**

Action No.	Identified Action(s)	Senior Officer (s)	Suggested Timescale	B/R/A/G	% Complete	Update
Commissioning support services						
CSC1	Produce framework on Outcomes for Care Experienced Young People to inform commissioning of services for this group	Danielle Rae	1-5 months		75%	<p>The Framework on Outcomes for Care Experienced Young People is currently in draft. The framework looks at national and local policy, legal obligations of public bodies, a profile of South Ayrshire's Looked After Children and the Outcomes which will be worked towards.</p> <p>The framework will be finalised after the Care Leaver's Covenant event on 29th January. This event will have a focus on identifying outcomes for care experienced young people.</p> <p>Once the framework is finalised, it will then go on to inform commissioning of services for this group.</p>
CSC2	Develop Commissioning Strategy for support services for this group	Sheila Tyson	1-5 months		25%	<p>SA HSCP Contract and Commissioning team have started to develop a Commissioning Plan for and Intensive Support Service (Tenancy Sustainment and Housing Support) which will be designed to support care experienced young people to achieve their full potential, build resilience and increase skills and confidence enabling them to sustain independent tenancies in the community.</p> <p>The development of the Commissioning Plan will be progressed in the coming months in partnership with all stakeholders</p>

Housing for Young Care Leavers Action Plan 2018						
Action No.	Identified Action(s)	Senior Officer (s)	Suggested Timescale	B/R/A/G	% Complete	Update
						and agencies, contributing to local and national outcomes, and will be informed by all relevant legislation and local Strategies. In the interim, the Contract and Commissioning team are exploring all options to increase the existing intensive housing support service, currently available to a limited number of young people, and will continue to support relevant partners throughout this process on a needs led basis to support young person as identified.
Flexible funding stream						
FS1	Explore options around providing a flexible funding scheme to empower frontline staff to overcome budgetary challenges when meeting the needs of this group	Kevin Anderson/ Fiona McDonald	6-12 months		0%	Housing and Social Work to identify funding to offer a pot of money to be used by frontline staff to overcome budgetary issues when meeting the housing needs of this group. Examples might include gaps in rent, unexpected expenses and discretionary items to support the young person

South Ayrshire Council Equality Impact Assessment Scoping

1. Proposal details

Proposal Title Improving Housing Outcomes for Looked After Young People and Care Leavers	Lead Officer Ross Morris
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2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal? Please indicate whether these would be positive or negative impacts

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire		
People from different racial groups, ethnic or national origin.		
Women and/or men (boys and girls)		
People with disabilities		
People from particular age groups for example Older people, children and young people		X
Lesbian, gay, bisexual and heterosexual people		
People who are proposing to undergo, are undergoing or have undergone a process to change sex		
Pregnant women and new mothers		
People who are married or in a civil partnership		
People who share a particular religion or belief		
Thematic Groups: Health, Human Rights, Rurality and Deprivation.		X

3. Do you have evidence or reason to believe that the proposal will support the Council to:

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
Eliminate discrimination and harassment faced by particular communities or groups	Medium
Promote equality of opportunity between particular communities or groups	Medium
Foster good relations between particular communities or groups	Medium
Promote positive attitudes towards different communities or groups	Medium
Increase participation of particular communities or groups in public life	High
Improve the health and wellbeing of particular communities or groups	High
Promote the human rights of particular communities or groups	Medium
Tackle deprivation faced by particular communities or groups	High

4. Summary Assessment

Is a full Equality Impact Assessment required? (A full EIA must be carried out on all high and medium impact proposals)		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
Rationale for decision: The Young Care Leavers' Action Plan is likely to have a positive impact on improving the housing, health and social outcomes of this group;			
Signed :Head of Service			
Date:	Copy to equalities@south-ayrshire.gov.uk		

SOUTH AYRSHIRE COUNCIL EQUALITY IMPACT ASSESSMENT

Section One: Proposal Details*

Name of Proposal	Young Care Leavers' Action Plan
Lead Officer (Name/Position)	Ross Morris, Coordinator
Proposal Development Team (Names/Positions)	Ross Morris, Coordinator Tom McFadyean, Policy Officer Kevin Anderson, Service lead
Critical friend (s)	Tom McFadyean, Policy Officer

*This could include strategy, project or application: see guidance attached.

What are the main aims of the proposal?	<ul style="list-style-type: none"> To improve the housing outcomes for young people leaving care
What are the intended outcomes of the proposal	<ul style="list-style-type: none"> Young people leaving care have the relevant skills to sustain a tenancy and access opportunities for personal development with appropriate support A range of person-centred housing options solutions is available to meet the needs of our young people leaving care Council services work together effectively to eliminate the need for young people leaving care to present as homeless Young people leaving care receive appropriate and person-centred support in their current accommodation placement and in any future tenancy

Section Two: What are the Likely Impacts of the Proposal?

Will the proposal impact upon the whole population of South Ayrshire or particular groups within the population (please specify)	Looked after young people and care leavers
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the proposal have for the group or community.

List any likely positive and/or negative impacts

Protected Characteristics	Positive and/or Negative Impacts
Race: Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers	No specific impact is anticipated.
Sex: Issues specific to women or men	No specific impact is anticipated.
Disability: Issues relating to disabled people	No specific impact is anticipated.
Age: Issues relating to a particular age group e.g. older people or children and young people	Likely to have a positive impact on young people leaving care.
Religion or Belief: issues relating to a person's religion or belief (including non-belief)	No specific impact is anticipated.
Sexual Orientation: Issues relating to a person's sexual orientation i.e. lesbian, gay, bi-sexual, heterosexual	No specific impact is anticipated.

<p>Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership.</p>	<p>No specific impact is anticipated.</p>
<p>Gender Reassignment: Issues relating to people who have proposed, started or completed a process to change his or her sex.</p>	<p>No specific impact is anticipated.</p>
<p>Pregnancy and Maternity: Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.</p>	<p>No specific impact is anticipated.</p>
<p>Multiple / Cross Cutting Equality Issues Issues relating to multiple protected characteristics.</p>	<p>No specific impact is anticipated.</p>
<p>Health Issues and impacts affecting people's health</p>	<p>Access to good quality housing and support may impact positively on health of care experienced young people.</p>
<p>Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.</p>	<p>This proposal may have a positive impact on young people's Human Rights, particularly their right to shelter and to be treated with dignity and respect</p>
<p>Rurality Impacts relating to living and working in a rural community</p>	<p>No specific impact is anticipated.</p>
<p>Deprivation Issues relating to poverty and social exclusion, and the disadvantage that results from it.</p>	<p>This proposal may have a positive impact on improving social inclusion for this group.</p>

Section Three: Evidence Used in Developing the Proposal

<p>Involvement and Consultation In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who did you involve, when and how?</p>	<p>Consultation with:</p> <ul style="list-style-type: none"> • Practitioners and service providers at Young Care Leavers event • Young people in residential care – survey ongoing • Foster carers – survey ongoing • Champions Board – involvement throughout process, particularly designing support service and informing action plan • Children and Families Service - involvement throughout process
<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify <i>what</i> research was carried out or data collected, <i>when</i> and <i>how</i> this was done.</p>	<ul style="list-style-type: none"> • Survey on life skills • Research with Champions Board on housing and support needs • One-off event with practitioners and service providers
<p>Partners data and research In assessing the impact set out above what evidence has been provided by partners. Please specify partners</p>	
<p>Gaps and Uncertainties Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	

Section Four: Detailed Action Plan to address identified gaps in:

- a) evidence and**
- b) to mitigate negative impacts**

No	Action	Lead Officer(s)	Timescale
1			
2			

Note: Please add more rows as required.

Section Five - Performance monitoring and reporting

Considering the proposal as a whole, including its equality and diversity implications:

When is the proposal intended to come into effect?	September 2018
When will the proposal be reviewed?	October 2018
Which Scrutiny Panel will have oversight of the proposal?	Leadership Panel

Summary Equality Impact Assessment Implications and Mitigating Actions

Name of Proposal: Improving Housing Outcomes for Looked After Young People and Care Leavers.

This proposal will assist or inhibit the Council’s ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<p>Eliminate discrimination</p> <p>Taken together, it is hoped that the actions set out in the plan will have a positive impact on young people’s housing, health and capacity to participate fully in society. This will support the elimination of discrimination and advance equality of opportunity for this group.</p>
<p>Advance equality of opportunity</p> <p>Taken together, it is hoped that the actions set out in the plan will have a positive impact on young people’s housing, health and capacity to participate fully in society. This will support the elimination of discrimination and advance equality of opportunity for this group.</p>
<p>Foster good relations</p>

Summary of Action Plan to Mitigate Negative Impacts	
Actions	Timescale

<p>Signed:Head of Service</p> <p>Date:</p>
