



Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Rapid Rehousing Transition Plan
Completion Date	Updated – June 2025
Completed by	Matthew McGlone
Lead officer	Matthew McGlone

Type of Initiative:

Policy/Strategy

Programme/Plan Updated

Project Updated

Service Existing

Function Other

Statement of Intent

1. Briefly describe the policy/proposal you are assessing.

Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

In accordance with the recommendations of the Homelessness and Rough Sleeping Action Group (HARSAG), the Scottish Government required all Local Authorities to develop a Rapid Rehousing Transition Plan (RRTP) by December 2018.

RRTP's are required to show how Councils will transform to a rapid rehousing model over a term of no longer than five years. HARSAG made six key recommendations which local authorities should adopt as part of their plan:

- Homelessness should be resolved through effective prevention wherever possible.
- Homeless applicants should be rapidly resettled in a permanent housing solution.
- Homeless applicants should have access to the widest range of housing options.
- Temporary accommodation should only be used as a stop gap.
- Effective support should be available from day one to enable the homeless household to sustain their own tenancy, and
- Supported accommodation should be available for the small minority of applicants who are not able to sustain their own tenancy at the present time.

After the publication of the first RRTP in December 2018, Midlothian Council has published a revised RRTP on an annual basis. Each version of the RRTP provides an update on progress made during the last year, and the priorities for the coming year.

All Scottish Councils are required to report how RRTP funding has been spent on an annual basis to the Scottish Government and include a copy of their latest RRTP and IIA with this.

What will change as a result of this policy?

The impact of activities and projects developed since 2018 have already had a positive impact in Midlothian. Many of the early initiatives sought to reduce the overall number of open homeless cases, and reduce the time taken for a homeless person to secure permanent housing in Midlothian and reduce the time spent in temporary accommodation. The revised RRTP seeks to build on those strong foundations and continue to have a positive impact across all services. The revised RRTP will continue to address long term homelessness while also developing

initiatives which have a preventative focus by helping people remain in their accommodation. Where this is not possible housing options advice and support will be provided to secure suitable accommodation before becoming homeless. Where temporary accommodation is required ensuring this is of a good standard and affordable.

This will lead to more sustainable communities where people at risk of being homeless are able to thrive and live independently within their local community. The close partnership working with other agencies will result in improved health and equality outcomes across all services.

2. Do I need to undertake a Combined Impact Assessment?

High Relevance	Yes/no
The policy/ proposal has consequences for or affects people	Yes
The policy/proposal has potential to make a significant impact on equality	Yes
The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	No
The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	
The policy/proposal has little relevance to equality	No
The policy/proposal has negligible impact on the economy	Yes
The policy/proposal has no/ minimal impact on the environment	Yes
If you have identified low relevance, please give a brief description of your reasoning here and send it to your Head of Service to record. N/A If you have answered yes to high relevance above, please proceed to complete the Integrated Impact Assessment. Completed	

3. What information/data/ consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
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Data on populations in need	The need for social rented housing in Midlothian continues to grow with 6,057 applicants on the Housing List at the end of 2024/25, a slight increase from 6,031 at the end of the previous year.
Data on service uptake/access	- On 31/3/2025 there were 731 open homeless cases in Midlothian. A small reduction from the 765 open at the same time in 2024, and remains an overall reduction from a peak of 1087 open cases at the end of 2016/17 - The number of households in temporary accommodation reduced from 386 on 31/3/2024 to 359 on 31/3/2025. - There was a slight reduction in the number of homeless applications received by Midlothian Council in 2024/25, 725 compared to 742 in 2023/24. 47% of which were households with dependent children. The number of homeless applications received by Midlothian Council increased from 579 in 2022/23 to 742 in 2023/24. 48% of which were households with children or a pregnant person. 28% were from applicants under the age of 26. Of the 86 homeless applicants from people experiencing domestic abuse 67 were females, 39 of which had children as part of the household. - The majority of homeless applicants who secure permanent accommodation are provided with a Council or Housing Association Tenancy
Data on quality/outcomes	A range of data is published relating to outcomes for homeless households, and those who are provided with housing options advice. - Homelessness statistics - gov.scot (www.gov.scot)
Research/literature evidence	- Midlothian Council Area Profile - Housing statistics: Stock by tenure - gov.scot (www.gov.scot)

	- Edinburgh and Southeast Scotland Development Plan - Midlothian Council: Strategic Housing Investment Plans (SHIP) - Midlothian Local Housing Strategy 2021-2026 - The Homeless Persons (Unsuitable Accommodation) (Scotland) Amendment Order 2020 (legislation.gov.uk) - Ending homelessness together: updated action plan - October 2020 - gov.scot (www.gov.scot) - Improving housing outcomes for women and children experiencing domestic abuse (cih.org) - Housing-First-National-Framework - Homelessness statistics - gov.scot (www.gov.scot) - Midlothian Council Scottish Housing Regulator - Ending Homelessness Together Annual Report 2024 - Scottish Government: Housing First monitoring reports - Youth Homeless Prevention Pathway For All Young People - Youth Homeless Prevention Pathway For Care Leavers - Scottish Prison Service - SHORE standards
Service user experience information	- We consult with Tenant Panels, internal and external partners and other service users when developing individual RRTP activities. - As individual RRTP activities are undertaken additional consultation has been completed with people who have lived experience of homelessness. - The revised RRTP includes actions which aims to further increase

Consultation and involvement findings	Addressing homelessness is one of the key outcomes for Midlothian's current Local Housing Strategy. The Strategy was circulated to groups for feedback which included: • <u>Equalities Groups</u>, including support groups, societies and campaigning organisations on race, equality, older people, carers, Lesbian, gay, bisexual and transgender, older people's, ethnic minority groups, disabled, young people's groups, armed forces veterans, substance abuse, physical disability and learning disability. • <u>Housing organisations</u>, including registered social landlords, house builders, letting agents, landlord associations, relevant Scottish Government departments, and housing organisations groups such as Shelter and the Scottish Federation of Housing Associations. • <u>Community Groups</u>, including community councils, voluntary groups, Registered Tenants Organisations and residents' groups. • <u>Other organisations</u>, including neighbouring local authorities and the Scottish Futures Trust. These groups were also invited to attend either an LHS Stakeholder Event or "Drop In" Events while some groups requested to meet with Council Officers to discuss strategic objectives. Additional information was also obtained from other sources including: • South East Scotland Housing Need & Demand Analysis 2 • Housing Waiting List Survey • Council Housing New Build Survey • Registered Tenant Organisations feedback • Registered Social Landlords feedback • Feedback from Local Housing Strategy Working Group and Community Planning Partnership Groups • Midlothian Council Tenant Surveys Homeless applications and Allocations are also monitored for: • Sex • Age • Household composition
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	• Marriage • Pregnancy • Gypsy Travellers • Minority Ethnic Households • Households with Disabilities When developing policies and processes relating to Domestic Violence, such as the Equally Safe Housing Services Policy, Midlothian Council consults and works in partnership with specialist services such as Women's Aid, Domestic Abuse Service, and other MARAC partners to ensure the needs of this vulnerable group are fully considered. Applicants with a protected characteristic may be provided with access to homeless services in a different way according to this characteristic. For example, a family would not be placed in shared accommodation for a prolonged period due to legislation barring this. The above areas of research and engagement provide the Council and partners with relevant knowledge on the housing needs of equality groups which are then incorporated into future investment plans which includes specialist provision to meet identified needs.
Good practice guidelines	- Social housing allocations in Scotland: practice guide - Homelessness: code of guidance - Housing Options Guidance - Housing-First-National-Framework
Other (please specify)	N/A
Is any further information required? How will you gather this?	As individual activities are developed separate consultations will be undertaken with specific groups impacted by them.

4. How does the policy meet the different needs of and impact on groups in the community?

Equality Groups	Comments – positive/ negative impact
Older people, people in the middle years,	The RRTP activities will lead to positive outcomes for all households regardless of age. Some activities include measures that will achieve further positive outcomes for older people. Including revisions to the Housing Allocations Policy to ensure more people in housing need are able to access accommodation without needing to seek homeless assistance, and an increased focus on homeless prevention to help people remain in their current accommodation.
Young people and children	It is recognised that that having secure, affordable housing can alleviate instances of child poverty The RRTP includes activities to reduce the time taken for families to move into settled accommodation, and to provide affordable temporary accommodation when required. Additional projects have been established in 2024 to provide a bespoke service for young people experiencing or at risk of becoming homeless.
Women, men and transgender people (includes issues relating to pregnancy and maternity)	RRTP activities will be completed in accordance with Equally Safe: Scotland's Strategy to prevent and eradicate violence against women and girls to ensure housing interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people.

	It is evidenced that domestic abuse primarily effects women and children, any measures and safeguards will apply equally to all victims of domestic abuse, including men and transgender people. Individual activities developed to achieve the outcomes of the RRTP will ensure full consideration is given to the needs of women, children and young people experiencing domestic abuse are fully recognised. This will ensure the recommendations of the Improving housing outcomes for women and children experiencing domestic abuse report are embedded within Midlothian Councils Housing and Homelessness services.
Disabled people (included physical disability; learning disability; sensory Impairment; long term medical conditions; mental health problem)	The RRTP supports existing policies which aim to improve outcomes for disabled people and outlines other measures that achieve more positive outcomes for all Service Users including Disabled People. This includes developing personal housing plans to identify additional, non-housing support needs. These plans will enable disabled people to remain in their current accommodation, or where this is not possible secure alternative housing without the need for homelessness assistance/temporary accommodation.
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English)	The RRTP outlines measures that will achieve positive outcomes for all Service Users. These will be delivered based on the needs of the individual and not on the basis of ethnicity.

Refugees and asylum seekers	Specific legislation relates to the provision of housing advice and homeless assistance to asylum seekers. Those granted refugee status are able to access services on the same basis as anyone else with a legal right to reside in the UK. A Council wide response has been developed in response the Ukraine crisis, included measures to ensure the needs of refugees are met.
People with different religions or beliefs (included people with no religion or belief.	The RRTP outlines measures that will achieve positive outcomes for all Service Users. These will be delivered based on the needs of the individual and not on the basis of religious belief.
Lesbian; gay bisexual and heterosexual people	RRTP activities will achieve positive outcomes for all service users regardless of sexual orientation.
People who are unmarried; married or in a civil partnership	The RRTP outlines measures that will achieve positive outcomes for all Service Users. These will be delivered based on the needs of the individual and not on the basis of marital status.
Those vulnerable to falling into poverty	
Unemployed	The RRTP includes measures that will achieve positive outcomes for Service Users who are unemployed or in receipt of benefits.
People on Benefits	
Single Parents and vulnerable	The RRTP focuses on

families	achieving better outcomes for all service users. As Individual activities are developed, they will need to demonstrate the needs of vulnerable groups are fully considered. Separate pathways for at risk groups will be developed to ensure services fully reflect their needs.
Pensioners	
Looked after Children	
Those leaving care settings ((including children and young people and those with illness)	
Homeless People	The RRTP will have a positive impact for Homeless People in Midlothian. The activities outlined will reduce the time spent in temporary accommodation. Services will focus on helping people to remain in their accommodation preventing homelessness from occurring. Where this is not possible a housing options approach will be taken to secure accommodation before temporary accommodation is required. It is important that a generic 'one-size fits all' approach is avoided, and activities developed take into consideration the different needs and experiences of people from different groups.
Carers (including young carers)	The RRTP focuses on achieving better outcomes for all service users. Many of the activities focus on delivering improved outcomes for service users with multiple/complex needs. RRTP activities will also lead to more sustainable communities. Activities include, partnerships working between Justice, Housing Services, Substance Misuse
Those involved in the criminal justice system	
Those living in the most deprived communities (bottom 20% SIMD areas)	

	and the Third Sector to ensure all prisoners identified by the Scottish Prison Service have suitable accommodation on release. While Housing First will see a range of agencies working together to support people with long term/repeated instances of homelessness, whose experience of homelessness is compounded by multiple/additional support needs.
People misusing services	The Housing Allocations Policy includes provision to terminate a tenancy should fraudulent information be provided during the application process.
People with low literacy/numeracy	The RRTP activities include measures to ensure those who require additional support can receive this to enable them to fully access services.
Others e.g. veterans, students	The RRTP focuses on achieving better outcomes for all service users. The revised Housing Allocations Policy has specific measures in place to support veterans. Including increasing the number of veterans who are prioritised for Housing when leaving the forces.
Geographical Communities	
Rural/ semi-rural Communities	The RRTP activities will achieve positive outcome across all communities in Midlothian.
Urban Communities	The RRTP activities will achieve positive outcome

	across all communities in Midlothian.
Coastal Communities	N/A

5. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

- The Scottish Government is currently developing legislation that will create a wider duty to prevent homelessness. Midlothian Council will need to ensure the prevention activities contained in the RRTP satisfy the requirements of this legislation when published.
- RRTP activities may be reviewed once Scottish Government funding has been confirmed.

6. Is any part of this policy/ service to be carried out wholly or partly by contractors?

If yes, how have you included equality and human rights considerations into the contract?

Some RRTP activities, such as Housing First, and the Youth Homeless Prevention and Support services will be carried out by a contracted specialist service. Contractors are required to submit evidence of their equalities and human rights policies through the procurement process.

7. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

The RRTP can be made available in different formats to suit the needs of specific groups.

8. Please consider how your policy will impact on each of the following?

Objectives Equality and Human Rights	Comments
Promotes / advances equality of	The RRTP will improve access to

opportunity e.g. improves access to and quality of services, status	settled accommodation, reduce the time spent in temporary accommodation and develop partnership working. By ensuring suitable accommodation is provided more quickly vulnerable people will be better placed to access other services.
Promotes good relations within and between people with protected characteristics and tackles harassment	Some RRTP activities provide assistance to equality groups to access housing if they are harassed or being victimised. Through the development of partnership working with specialist support providers and developing a well-trained workforce that focuses on a trauma informed/person centred approach to the delivery of services.
Promotes participation, inclusion, dignity and self- control over decisions	RRTP activities ensure applicants have control over decisions made in relation to their housing requirements.
Builds family support networks, resilience and community capacity	The measures contained in the RRTP will improve access to housing. Service users will be better able to receive other support.
Reduces crime and fear of crime	The RRTP policy promotes safer, sustainable communities.
Promotes healthier lifestyles including Diet and nutrition Sexual Health Substance Misuse Exercise and physical activity Life Skills	Poor housing conditions, including homelessness, are linked to poorer health circumstances for households. The RRTP includes activities that develop partnership working between Housing Services and Midlothian Health and Social Care Partnership delivering services directly to people in temporary accommodation.
Environmental	
Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	N/A
Plan for future climate change	N/A
Pollution: air/ water/ soil/ noise	N/A

Protect coastal and inland waters	N/A
Enhance biodiversity	N/A
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	N/A
Reduce need to travel / promote sustainable forms of transport	N/A
Improves the physical environment e.g. housing quality, public and green space	The RRTP activities will improve the quality of temporary accommodation provided by ending the use of 'B&B' accommodation. Prevention activities will promote tenancy sustainment reducing the need for temporary accommodation.
Economic	
Maximises income and /or reduces income inequality	Income is maximised for many tenants who pay lower housing costs as a result of sustaining/securing settled affordable accommodation.
Helps young people into positive destinations	Access to suitable housing can improve health, wellbeing and employment prospects.
Supports local business	N/A
Helps people to access jobs (both paid and unpaid)	Improving access to affordable housing increases the opportunities for people to access employment.
Improving literacy and numeracy	N/A
Improves working conditions, including equal pay	N/A
Improves local employment opportunities	N/A

9. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005?

No

10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
None				

11. Sign off by Chief Officer

Name: Kevin Anderson

Date: 08/10/2025

Signed:

