

Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

Basic Details

1. Title of proposal (include budget reference if applicable)

Rapid Rehousing Transition Plan

2. Service(s)

Homeless and Housing Services

3. Lead officer (name, job title and date of IIA training)

Matthew McGlone – Team Leader Homelessness - IIA Training 06/05/2026

4. Other officers/partners involved (name, job title and date of IIA training)

Claire Douglas – Housing Services Manager

5. Date IIA completed

11/08/2026

6. Nature of proposal

Review of an existing strategy or policy

Other (please specify)

7. Brief description of proposal

What are its main aims and objectives? What, if anything, will change as a result of this proposal?

Following the Scottish Governments publication of the Ending Homelessness Together Action Plan in November 2018 all Local Authorities were required to publish a Rapid Rehousing Transition Plan (RRTP) by December 2018 setting out:

- How the local authority will move to a model of rapid rehousing over a period of no more than five years.
- How both homelessness demand will be met and how any backlog of homeless households currently in temporary accommodation will be addressed.

Midlothian has published a revised RRTP each year.

The current RRTTP aims to increase the number of households who obtain permanent accommodation, improve access to support to prevent homelessness enabling people to sustain their accommodation and to reduce the average time taken to fulfil its statutory homeless duties.

Equality and Rights

8. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)

Protected characteristics	
<u>Age</u> (older people, young people and children)	☒
<u>Disability</u> (people with disabilities)	☒
<u>Gender reassignment</u> (trans people, anyone whose gender identity differs from their sex assigned at birth)	☐
<u>Marriage and civil partnership</u> (people who are married or in a civil partnership)	☐
<u>Pregnancy and maternity</u> (women who are pregnant and/or on maternity leave)	☒
<u>Race</u> (people defined by their colour, ethnicity or nationality – e.g. Asian and black people)	☐
<u>Religion and belief</u> (people with different religions and beliefs, including no belief)	☐
<u>Sex</u> (men or women)	☒
<u>Sexual orientation</u> (lesbian, gay, bisexual, heterosexual/straight)	☐

9. Could the proposal have an impact on children and young people under the age of 18?

Yes

10. Could the proposal have an impact on human rights?

See pages 14-15 of the IIA Guidance.

Yes

11. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)?

Please select from the list below. The proposal is strategic if it falls under any of the headings.

Choose an item.

Yes ☒

No ☐

Don't know ☐

If you answered yes to any of questions 8-11, you must also answer questions 12-15.

If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15.

If you answered no to all of questions 8-11, please advance to **question 16 (Environment)**.

Equality and Rights

12. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)

Protected characteristic	Potential impact	Explanation
Age	Positive	While homeless assistance is available to all eligible households some actions in the RRTP are aimed at supporting young people aged 25 or under who are at risk of or experiencing homelessness.
Disability	Positive	While none of the actions within the RRTP are specifically designed for people with a disability many of them have the potential to have a positive impact for service users with a disability by ensuring the needs and wishes of the individual are taken into consideration when provided services.
Gender reassignment	Neutral	There is limited evidence concerning people who have undertaken gender reassignment and their experience of homelessness in Midlothian. Services are delivered in a way that supports those whose gender differs from the sex assigned at birth ensuring their needs and wishes are taken into consideration.
Marriage and civil partnership	Neutral	Services provided through the RRTP are accessible to all those eligible regardless of marital status.
Pregnancy and maternity	Positive	While the RRTP does not include any specific actions relating to pregnancy or maternity several of the actions will have an indirect positive impact on this group, including services to support women and those aimed at supporting young people.
Race	Neutral	Services provided through the RRTP are accessible to all those eligible regardless of race.
Religion or belief	Neutral	Services provided through the RRTP are accessible to all those eligible regardless of religion or belief.

Protected characteristic	Potential impact	Explanation
Sex	Positive	Some actions within the RRTP aim to reduce inequalities for women experiencing homelessness ensuring their specific needs are taken into consideration when developing services.
Sexual orientation	Neutral	Services provided through the RRTP are accessible to all those eligible regardless of sexual orientation.

Equality and Rights

13. What kind of impact could the proposal have on children and young people in terms of the requirements of the [UNCRC \(Scotland\) \(Incorporation\) Act 2023](#)?

A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.

UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 (best interests of the child)	Children impacted by homelessness and the causes of homelessness	Positive	The best interests of children must be prioritised in all decisions and actions. The RRTP contains actions that seek to provide homeless households, including those with children, with a safe and stable home environment. The RRTP seeks to ensure a preventative approach is taken wherever possible to enable households to remain in their current accommodation maintaining existing supportive networks within the community. Where homelessness can not be avoided the RRTP contains measures which aim to ensure it is a brief non-recurring event.
Article 6 (life, survival and development)	Children impacted by homelessness and the causes of homelessness	Positive	The RRTP contains measures that aim to provide children with a safe home environment to promote life, survival and development.
Article 12 (respect for the views of the child)	Children impacted by homelessness and the causes of homelessness	Neutral	The RRTP does not directly consider the views of children. Adults delivering services provided through the actions contained in the RRTP should consider children's views when

			making decisions that may affect them.
Article 19 (<u>protection from violence, abuse and neglect</u>)	Children impacted by homelessness and the causes of homelessness	Positive	The RRTP contains actions that seek to ensure households including those with children are protected from violence, abuse and neglect.
Article 23 (<u>children with a disability</u>)	Children impacted by homelessness and the causes of homelessness	Positive	The measures included in the RRTP seek to promote positive outcomes for households with disabled people, including children, to ensure that they are provided with accommodation that meets their needs.
Article 27 (<u>adequate standard of living</u>)	Children impacted by homelessness and the causes of homelessness	Positive	The RRTP contains actions that aim to ensure all households who are homeless or threatened with homelessness are provided with a home that allows an adequate standard of living. This includes households with children.
Article 29 (<u>goals of education</u>)	Children impacted by homelessness and the causes of homelessness	Positive	The RRTP includes measures that will enable children to exercise their right to an education which develops their personality, talents and abilities. This is achieved by avoiding the use of unsuitable temporary accommodation for children, minimising the number of moves before being permanently housed and where possible making every effort to provide temporary accommodation within existing school catchment areas.
Article 31 (<u>leisure, play and culture</u>)	Children impacted by homelessness and the causes of homelessness	Positive	Actions in the RRTP aim to ensure households with children experiencing homelessness can secure accommodation that provides a safe home where they are able to exercise their right to play and access cultural and artistic activities in their local community.
Article 24 (health and health services)	Children impacted by homelessness and the causes of homelessness	Positive	Action contained in the RRTP aim to ensure households with children are provided with clean safe accommodation where children can live a healthy life and access health and education services in the local community.

Equality and Rights

14. What kind of impact could the proposal have in terms of the Articles of the European Convention on Human Rights (ECHR)?

See pages 14-15 of the IIA Guidance.

Article of ECHR	Particular groups of people affected	Potential impact	Explanation
Article 2 (Right to life)	Households threatened with or experiencing homelessness	Positive	The RRTP aims to ensure people can live in a safe environment allowing them to live free from the risk of harm.
Article 8 (Right to respect for private and family life)	Households threatened with or experiencing homelessness	Positive	Measures included in the RRTP aim to ensure people are provided with an environment where they can exercise their right to private and family life.
Article 14 (Prohibition of discrimination)	Households threatened with or experiencing homelessness	Positive	Any activities undertaken through the RRTP will be completed in a way that does not discriminate on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, or other protected status.
		Choose an item.	

15. What kind of impact could the proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?

An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance.

Socio-economic disadvantage	Potential impact	Explanation
Low income	Positive	The services delivered through the RRTP are accessible to all regardless of income. Projects have the potential to improve outcomes for low-income households by enabling them to access services that focus on income maximisation, training and employability. Particularly where households are unable to afford housing costs associated with their current accommodation.

Socio-economic disadvantage	Potential impact	Explanation
Low and/or no wealth	Positive	Actions within the RRTP have the potential to improve outcomes for people with low and/or low wealth by ensuring services are accessible to all those eligible. Several activities may enable people to access accommodation options that they would otherwise be unable to due to low and/or no wealth.
Material deprivation	Positive	Several RRTP activities develop services that support people to access basic goods and services such as food, clothing, heating and electrical appliances.
Area deprivation	Neutral	Services delivered through the RRTP are accessible to all eligible households. There does not appear to be any evidence the people living in areas with a higher SMID are more likely to seek homeless assistance in Midlothian.
Socio-economic background	Neutral	Services delivered through the RRTP are accessible to all eligible Midlothian residents. There is no current evidence that people from high SMID areas in Midlothian are at increased risk of becoming homeless.
Homeless People	Positive	The RRTP aims to deliver services that prevent homelessness wherever possible and appropriate. Where homelessness can not be prevented the measures aim to ensure it is a brief and non-recurring event.
Care experienced children and young people	Positive	The RRTP contains measures specifically intended to support young people aged 25 and under including those who are care experienced. Those services are delivered by partners who specialise in supporting this group of people and achieving positive outcomes.
People with problematic substance use	Positive	Several activities within the RRTP, included Housing First, assist people whose experience of homelessness is compounded by other support needs. Providing secure accommodation to allow them to address wider support needs from a safe settled environment.

Environment

16. What impact could the proposal have on the environment?

Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance.

Potential impact	Affected populations	Explanation
Not applicable		

If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you must complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 29 (Recommendation)**.

Evidence

17. What data, research and other evidence informed the proposal?

Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publication and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)
Midlothian Council area profile	Provides information relating to changes in population and demographic profiles of residents in the Midlothian area, along with projected change up to 2032 in comparison to the rest of Scotland.
Housing stock by tenure	Provides the estimated number of dwellings in each local authority area across Scotland by tenure type.
Midlothian Strategic Housing Investment Plans	Details Midlothian's affordable housing plans for the next five years.
Housing (Scotland) Act 2025	Includes a range of measures aimed at improving tenant's rights and the prevention of homelessness including, rent controls in the private rented sector, increased rights for tenants in all tenures additional measures to support those at risk of domestic abuse/violence, placing a statutory duty on relevant bodies to prevent homelessness, changes to how local authorities are required to respond when a person is at risk of homelessness
Midlothian Local Housing Strategy 2026/27 - 2030/31	Sets out Midlothian Council's strategy, priorities and plans for the delivery of housing and related services in the area in accordance with the Housing (Scotland) Act 2001

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)
<u>Housing (Scotland) Act 1987</u>	Part II of the 1987 act defines the statutory duties placed on Local Authorities when exercising its homeless functions. Included amendments resulting from subsequent legislation.
<u>Code of Guidance on Homelessness</u>	Statutory guidance to be used by Local Authorities undertaking their duties to those at risk of or experiencing homelessness.
<u>Homeless Persons (Unsuitable Accommodation) (Scotland) Order 2020</u>	Makes further provisions relating to temporary accommodation and the circumstances whereby any accommodation provided would be considered unsuitable. Midlothian Council breached the unsuitable accommodation on 30 occasions during 2025/26.
<u>Tackling Scotland's Housing Emergency – Housing Emergency Action Plan</u>	The Scottish Government's action plan setting out actions to be taken in response to the national housing emergency.
<u>Improving housing outcomes for women and children experiencing domestic abuse</u>	This report, commissioned by the Scottish Government, highlights six areas which could significantly reduce domestic abuse related homelessness experiencing by women and children. 17% of homeless applications made to Midlothian Council were from people fleeing domestic abuse, compared to 13% in Scotland. Of the 115 applications to Midlothian 103 were from female applicants, 64 of which had children in the household.
<u>Housing First - National Framework</u>	A framework which draws on experience and expertise of partners to provide a toolkit and reference for all those planning, commissioning and delivering Housing First
<u>Housing First – Monitoring Reports</u>	Tracking progress and outcomes of Housing First tenancies across Scotland. Since launch 100 Housing First tenancies have been created in Midlothian, including 10 during 2025/26. There have been no evictions from a Housing First tenancy in Midlothian.
<u>Statistics on Homelessness in Scotland</u>	A range of reports with accompanying data published by the Scottish Government providing detail on homelessness on a National and Local Authority Level. During 2025/26 the following trends have been highlighted • Homeless applications to Midlothian Council reduced by 8%, with no real change in Scotland. • The number of homeless cases closed in Midlothian reduced by 13%, compared to a reduction of 6% in Scotland • The number of open homeless cases at the end of the year in Midlothian remained relatively unchanged, the number of open cases across Scotland increased by 10%. • There was been no real change in the time taken to close a case in Midlothian or Scotland during 2025/26
<u>Youth Homeless Prevention Pathways</u>	A range of pathways which make recommendations to address youth homelessness, included a sperate report for care leavers and an update on progress made since first publication. During 2025/26 3% of presentations to Midlothian Council were from 16-17 year olds and 24% from 18-24 year olds. Compared to 3% and 20% in Scotland.

Consultation and Engagement

18. How has the proposal been informed by consultation and engagement?

Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account.

We consult with tenant panels, internal and external partners and other service users when developing individual RRTP activities. As RRTP projects have been undertaken additional consultation has been completed with people who have lived experience of homelessness.

Other housing policies which contribute and inform the RRTP such as the Housing Allocation Policy and Local Housing Strategy include extensive consultation with tenants and partners as they are developed.

Mitigating Actions

19. Could the proposal, in its current form, discriminate against people in a protected characteristic group? No

20. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act? No

21. Could the proposal, in its current form, violate human rights under the European Convention on Human Rights (ECHR)? No

22. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty? No

23. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal.

Please provide estimates of the resource implications of adopting these actions.

24. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.

NOTE: If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.

Monitoring and Review

25. How will the implementation and impact of the proposal be monitored? How frequently and by whom?

The RRTP is reviewed on an annual basis, additional monitoring of homelessness is conducted through the councils frequent reporting of homelessness to the Scottish Government and Scottish Housing Regulator.

Monitoring of Housing First is completed by Homeless Network Scotland on behalf of the Scottish Government on an annual basis.

26. How will the results of this monitoring be used to develop future proposals?

Midlothian Council regularly reviews the actions contained the in the RRTP to ensure they are meeting the intended outcomes and are responsive to any emerging trends or challenges.

27. When will the proposal be reviewed?

The RRTP is reviewed on an annual basis.

28. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?

Midlothian Council's procurement process requires all prospective contractors evidence their equalities and human rights policies as part of this procurement process.

In addition, service providers are required to evidence how they will deliver the service from a trauma informed person-centred perspective which maintains the services user's ability to exercise their human rights free from discrimination any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, or other protected status.

Recommendation

29. What is your recommendation for the proposal?

- | | |
|--|-------------------------------------|
| Adopt proposal with no amendments | ☒ |
| Adopt proposal with mitigating actions (outlined above) | ☐ |
| Reject proposal due to disproportionately negative impact on equality, human rights or the environment | ☐ |

30. Please give the reasoning behind your recommendation

- Include reference to any potential impact you have identified during the IIA process.
- **If you have not conducted a full impact assessment by completing all sections of this form, please explain why.**

Authorisation by Director/Chief Officer/Head of Service

Name and job title

Kevin Anderson, Executive Director - Place

Date

26/10/2026

Signature

A handwritten signature in black ink, appearing to be 'K Anderson', written within a rectangular box.