Homelessness Strategy Action Plan 2018 - 2023

Strategic Priority One: Homelessness Reduction Act 2017 (HRA 2017)

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
1.1	Year 1- Train Housing Options staff in regard to new HRA 2017 duties. Years 2-5 – Update training as required including case law updates	Staff have a good working knowledge of the new legislation and able to correctly discharge the Council's statutory duties	Housing Options Manager	Waverley Borough Council	NPSS training (March 2018) and internal training from Senior Officers. Additional external or internal training as required 2018 -19	
1.2	Year 1- Procure and implement new IT database and train staff Years 2-5 – review IT database to ensure is fit for purpose and is able to reflect changes in legislation and best practice	An IT system that can capture the necessary household, circumstance and legal details and be able to populate the new HCLIC Government returns	Housing Needs Manager Housing Options Manager IT Development Manager	Waverley Borough Council IT Providers	DCLG New burdens IT funding - £9,000. Cost of IT database - £7,500 a year Internal training of staff	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
1.3	Year 1 – Review reception desk arrangements Procure portable IT tablets/ lap tops for use in reception and on home visits Years 2-5 – Review IT hardware and reception facilities to ensure continued suitability.	Customers seen in reception receive a professional and efficient service Housing options staff have the an IT product to capture household and circumstances information and provide customers with a printed Personalised Housing Plan IT system that can that can record statistical information for DCLG	Housing Needs Manager Housing Options Manager IT Development Manager	Waverley Borough Council	DCLG New burdens IT funding – single payments £9,000 DCLG New burdens funding - £60,595 over 3 years 2017-2020	
1.4	Year 1 - Amend homelessness procedures and processes (including reviews arrangements) to reflect new work flow required under HRA 2017. Years 2-5 - Keep under review.	Customers receive a consistent and legally sound service and staff have the necessary tools to manage their workload	Housing Options Manager	Waverley Borough Council	Staff time	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
1.5	Year 1 - Prepare templates for letters and Personal Housing Plans Years 2-5 - Keep under review	Customers receive written advice in regard to legal duties owed to them and their responsibilities to work with Officers to help resolve their homelessness.	Housing Options Manager	Waverley Borough Council	Staff time	
1.6	Year 1 - Train agencies in regard to the HRA 2017 and housing options work and agree local arrangements for statutory and non statutory referrals and Pathway plans for vulnerable groups Year 2-5 Update training as required	Agencies are able to correctly identify and refer clients to the Council and in doing so are able to set customer expectations at a realistic and consistent level	Housing Needs Manager Housing Options Manager Specialist Housing Options Officer	Waverley Borough Council Community Mental Health Recovery Service Surrey CC – Adults and Children Citizens Advice Waverley York Road Project Health Probation Domestic abuse outreach Surrey Districts & Boroughs	Staff time, share with neighbouring Boroughs – e.g. Guildford Borough Council, Woking Borough Council etc.	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
1.7	Year 1 – develop and introduce a portal through which public bodies specified in the regulations can refer people who are homeless or a risk of homelessness Train staff and partners Years 2-5 – monitor and review arrangements	Public bodies are able to correctly identify and refer homeless clients to the Council	Housing Needs Manager Housing Options Manager IT Development Manager	Waverley Borough Council IT provider	Staff time Homelessness budget	
1.8	Year 1 - Amend Out of Hours arrangements to reflect HRA 2017 duties Years 2-5 – Review as needed	Council able to effectively fulfil its statutory duties out of hours	Housing Needs Manager Housing Options Manager	Waverley Borough Council Pinnacle Mole Valley Telecare	Staff time	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
1.9	Year 1 - Amend Allocation Scheme as needed to reflect changes that are required following HRA 2017 implementation Years 2-5 – Update Allocation Scheme as required	Allocation Scheme legally sound and continues to complement Waverley's homeless prevention approach	Housing Needs Manager Housing Options Manager Homechoice Manager	Waverley Borough Council	Staff time and any necessary training	
1.10	Year 1 - Review Options Team staffing in the light of operating HRA2017. If additional staffing required, identify funding, prepare & evaluate Job descriptions & advertise & recruit Years 2-5 – Keep under review	Housing Options team has sufficient staffing to ensure Waverley's statutory duties fulfilled and low numbers of households in temporary accommodation maintained.	Housing Needs Manager Housing Options Manager Strategic HR	Waverley Borough Council	DCLG New burdens funding - £60,595 over 3 years 2017-2020 Flexible Homelessness Grant 2017-2018 £131,000 Flexible Homelessness Grant 2018-2019 £151,000 DCLG historic funding £11,000	Officers anticipate need for additional Support Officer Post & team may require senior Housing Options Officer role(s) and / or additional Officer roles

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
1.11	Year 1 - Update Housing Options Website pages to reflect new HRA 2017 Years 2-5 - Monitor, review and update as needed to reflect legislative changes and case law	Website is able to guide customers threatened with homeless as to what duties may be owed to them and help set realistic expectations	Housing Options Manager Website Manager	Waverley Borough Council	Staff time	

Strategic Priority Two: Prevention / Early Help

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
2.1	Year 1 – Maintain good quality housing options advice, casework and other interventions through the Council's Housing Options Team Years 2-5 – Monitor and review	Customers homelessness prevented and temporary accommodation numbers kept to a minimum Staff receive required training and supervision	Housing Options Manager Housing Needs Manager	Waverley Borough Council Private landlords Letting agents Supported housing providers	Staff time Training Partnership working	
2.2	Year 1 -Continue to fund the HELP school education project run by Step by Step Year 2-5 Monitor and Review	Prevention of homelessness among young people Step by Step Education Project is delivered by young people who have experienced homeliness. By receiving training to present their experiences to other young people, they develop their skills to help with future employment opportunities.	Housing Needs Manager	Waverley Borough Council Step by Step	: Homelessness Budget - £1,000 grant	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
2.3	Year 1 - Continue to use the homelessness budget flexibly to help prevent homelessness e.g. spend to save payments, paying rent in advance, payments for landlord fees etc. Years 2-5 — Monitor and review	Prevention of homelessness and minimising the upheaval for customers Value for Money by targeting resources at the most cost effective solution to prevent homelessness.	Housing Options Manager Housing Needs Manager	Waverley Borough Council Private landlords Letting agents	Homelessness budget Staff time	
2.4	Year 1 - Continue to fund Sanctuary Scheme to help victims of domestic violence safely remain in their homes. Year 2-5 - Monitor and review	Victims of domestic abuse made safe & able to avoid the upheaval of moving away from support networks Reduced costs in providing emergency temporary accommodation	Specialist Housing Options Officer Housing Options Manger Housing Needs Manager	Waverley's Building Contractor – Mears Police Fire Service	Staff time Homelessness Budget	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
2.5	Year 1 - Monitor impact of Welfare Reform changes e.g. Benefit cap, role out of Universal Credit, Freeze in Local Housing Allowance(LHA) rates Years 2-5 Monitor and review	Clear picture of impact of the welfare changes Ability to target resources such as Discretionary Housing Payments DHPs), welfare benefit advice, downsizing advice and tenancy support to those most in need.	Housing Options Manager Housing Needs Manager Benefits Manager Rent Accounts Manager Welfare Benefit Officer	Waverley Borough Council Citizens Advice Waverley	Staff time	
2.6	Years 1 - 5 - Monitor data from new IT database regarding reasons for homelessness so prevention measures can be targeted effectively	New Government required data recording from April 2018 and the new IT database will provide much more detailed household/demographic information. Database will highlight primary causes of homelessness in Waverley & what prevention actions are most effective so resources can be targeted effectively	Housing Options Manager Specialist Housing Options Officer Housing Needs Manager	Waverley Borough Council Statutory and Voluntary Partners	New IT database - £7,500 a year Staff time	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
2.7	Year 1 – Maximise use of Discretionary Housing Payments (DHP) so they targeted at those in most need and reflects a joined up approach between Housing and Benefits Services Years 2-5 - Monitor and review	Households under pension age, under-occupying social housing assisted to move to smaller accommodation rather than remaining in unaffordable accommodation with the help of DHPs Increased availability of family sized accommodation to those on the Housing register Greater use of DHP budget for rent deposits and rent in advance to reduce costs on homelessness budget (General fund) and reduced debts for customers. Households in unaffordable private rented accommodation assisted to move to affordable accommodation	Housing Needs Manager Housing Options Manager Benefits Manager Homechoice Manager Welfare Benefit Officer	Waverley Borough Council Housing Association partners	Staff time Discretionary Housing Payment budget Downsizing budget	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
2.8	Years 1-5 Ensure that online information regarding the Housing Options Service is up to date and is helping clients self serve where possible	Customers able to self serve where possible so that telephone and in person interactions with the Housing Options team are maximised	Housing Options Manager Website Manager	Waverley Borough Council	Staff time	
2.9	Years 1-5 – Ensure that as many housing options clients as are eligible are registered on the Council's Housing Register	Ensures that households who the Council has helped into private rented accommodation, to prevent their homelessness, have maximised their chances of future social housing. This means that in the event of future threatened homelessness households may be able to resolve their difficulties by bidding successful for social housing. Reduced costs to the council in preventing homelessness	Housing Options Manager	Waverley Borough Council	Staff time	

Strategic Priority Three: Accommodation

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
3.1	Year 1 — Encouraged households under occupying social housing to downsize e.g. Transfer incentive scheme, mutual exchanges, high banding priority, closer liaison between Homechoice team and Housing Benefit regarding decisions to award Discretionary Housing Payment awards to under occupiers. Years 2-5 — Monitor and Review outcomes	Family sized properties released for those who need them. Smaller households and those who are elderly or have disabilities helped into accommodation that is more suitable for their needs Social housing stock maximised Reduced use of Discretionary Housing Payment budget for under occupiers will mean budget can be targeted at those in greatest need.	Homechoice Manager Rents Accounts Manager Housing Benefit Manager Housing Needs Manager	Waverley Borough Council	Promotion of incentives through tenant and applicant publications/Newsletters and website Transfer incentive payment budget Discretionary Housing Payments	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
3.2	Year 1 -Develop new Waverley owned affordable housing Years 2-5 Development of new Waverley owned affordable housing	New Council-owned homes for Housing Register applicants (48 new units expected 18-19)	Head of Strategic Housing & Development Housing Development Manager Head of Planning	Waverley Borough Council Building Contractors	: Housing revenue account development budget Staff time	
3.3	Year 1 - Support and enable development of more affordable and supported housing developed by housing associations / Voluntary groups Years 2-5 - Monitor & review	Increase in supported and affordable housing for Housing register applicants and customers facing homelessness (24 Affordable rent / Social rent units expected 18-19)	Head of Strategic Housing & Development Housing Strategy & Enabling Manager Head of Planning	Waverley Borough Council Housing Associations	Staff time	
3.4	Year 1- Fund three bed spaces at York Road Project, Woking Years 2-5 – Monitor and review	Accommodation with day centre support for single homeless clients	Housing Options Manager Housing Strategy & Enabling Manager	Waverley Borough Council	Homelessness Budget	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
3.5	Year 1 - Increase supply of private rented accommodation for all household groups, but particularly single homeless households. e.g.: -Monitor and review shared house scheme with Ethical Lettings and Woking Borough Council -Radio advertising to attract new landlords - Explore and trial landlord incentives -Liaison with agents/Landlords Year 2-5 - Monitor and review	Housing Options team have a range of accommodation options that can be offered to those to whom a homelessness prevention or relief duty is owed. Reduced use of & cost of emergency B&B accommodation Waverley's deposit scheme remains attractive to landlords and is competitive compared with others.	Housing Options Manger Housing Needs Manager	Waverley Borough Council Ethical Lettings Woking Borough Council Letting Agents Private landlords	Staff time Homelessness Budget	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
3.6	Year 1 - Explore opportunities to purchase additional bed spaces in supported housing schemes Years 2-5 Monitor and review	Increase in number and variety of units for single vulnerable clients Reduced use of & cost of emergency B&B accommodation	Housing Options Manager Housing Needs Managers	Supported Housing Providers e.g. York Road Project Woking, Transform Housing etc.	Homelessness Budget DCLG New burdens funding - £60,595 over 3 years 2017- 2020 Flexible Homelessness Grant 2017-2018 £131,000 Flexible Homelessness Grant 2018-2019 £151,000 DCLG historic funding £11,000	
3.7	Year 1 - Monitor impact of Homelessness Reduction Act 2017 on temporary accommodation units required. Currently 4 Council owned shared units available Years 2-5 Monitor and review.	Adequate supply / balance of temporary accommodation. Emergency B&B costs and void costs in empty temporary accommodation kept to a minimum Flexibility to use permanent Council stock as temporary accommodation when all other alternatives are exhausted Flexibility to explore having additional homeless prevention units in new or existing housing association stock.	Housing Options Manager Housing Needs Manager	Waverley Borough council Housing Association partners	Staff time	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
3.8	Explore opportunities of capital investment in out of borough housing schemes in return for nomination rights to bed spaces	Increase in supply of emergency and short to medium term accommodation for homeless households Reduced costs of emergency B&B accommodation Reduced rough sleeping	Head of Strategic Housing & Development Housing Strategy and Enabling Manager Housing Options Manager	Waverley Borough Council Housing Providers Other Borough / District Councils	Capital funding	
3.9	Year 1 – Monitor / review lease arrangements for unused / harder to let Council properties to assess effectiveness in preventing homelessness and providing move on accommodation from supported housing Years 1-5 – assess whether other Council owed units can used similarly	Reducing void loss and maximising rental income to the HRA on harder to let properties Move on accommodation for supported housing schemes provides much needed turnover in higher support schemes to help prevent homelessness Use of harder to let stock to prevent or relieve homelessness	Housing Options Manager Head of Housing Strategy & Development Housing Needs Manager Legal Services Manager	Waverley Borough Council York Road Project Riverside Housing Ethical Lettings	Staff Time Hard to let / under used Council accommodation	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
3.10	Year 1 – Commission pilot scheme for up to 3 supported housing bed-spaces at The Crescent, Woking Years 1-3 Review and monitor	Additional supported housing for vulnerable clients - particularly suited to younger age group Partnership working to help ensure viability of the scheme to meet the needs of other clients e.g. homeless young people owed a duty by Surrey Children's Services.	Housing Needs Manager Housing Options Manager	Waverley Borough Council Transform Housing & Support	DCLG New burdens funding - £60,595 over 3 years 2017-2020 Flexible Homelessness Grant 2017-2018 £131,000 Flexible Homelessness Grant 2018-2019 £151,000 DCLG historic funding £11,000	
3.11	Year 1 – Agree a suitable resolution to Waverley's lack of access to nomination rights at Step by Step Project in Aldershot due to change in how support costs are funded. Years 2-5 – Monitor and review	Funding for support costs identified and agreed Waverley able to nominate eligible young people to Step by Step project in line with nomination agreement	Housing Needs Manager Housing Options Manager	Waverley Borough Council Step by Step Surrey County Council	Capital contribution of £100,000 provided by Waverley to Step by Step in 2010. Staff time	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
3.12	Year 1 - Make use of opportunity to refer young homeless clients needing emergency accommodation into Surrey CC family HOST service and explore possibility of expanding to service for older clients Help Surrey County Council in advertising to recruit additional host families Years 2-5 — monitor and review	Reduced use of less suitable B&B or other unsupported emergency accommodation for young people.	Housing Options Manager Housing Needs Manager	Waverley Borough Council Surrey County Council	Staff time Homelessness budget	

Strategic Priority Four: Support

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
4.1	Year 1 -Maintain and develop the housing options support service provided by the Housing Options Support Officer and Specialist Housing Options Officer Years 2-5-Monitor and review	Assessment of the needs and homeless ness duties owed to vulnerable housing options clients. Tenancy and welfare support to vulnerable clients in living in all tenures to help ensure accommodation sustained and homelessness prevented. Co-ordination with other statutory and voluntary agencies e.g. Social Services, Domestic Violence Outreach Service, Police, Health	Specialist Housing Options Officer Housing Options Support Officer	Waverley Borough Council	Staff time	There is very likely to be a need for additional role(s) in this area in order for the Council to fulfil its HRA 2017 duties
4.2	Year 1 - Continue to joint fund with Woking Borough Council the Outreach Support post managed by York Road Project, Woking Years 2-5 — Monitor and review	Specialist advice and support to rough sleepers and those at risk of rough sleeping in Waverley Clients' Housing and welfare needs assessed and assisted to engage with heath and welfare services Reduced costs of providing emergency temporary accommodation	Housing Options Manager Head of Housing Strategy & Development	Waverley Borough Council Woking Borough Council York Road Project, Woking	£15,000 from homelessness budget	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
4.3	Year 1 - Explore possibility of securing 2 year Surrey County Council funding to recruit to an additional Housing Options Support Officer role within the Housing Options team Year 2 - If role and 2 year funding agreed, review effectiveness and whether there is a need to continue the role with alternative funding beyond March 2019	Additional resource to help the Council fulfil its HRA 2017 duties and Social Services Better Care duties. Tenancy and Welfare support to prevent homelessness and promoted health and well being of clients	Housing Needs Manager Specialist Housing Options Officer	Waverley Borough Council Adult Social Care Surrey	Staff time Surrey County Council Housing Related Support Funding	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
4.4	Year 1 - Review Don't Lose your Home or Business Service Years 2-5 - Review and monitor	Review whether the Service should continue (in the light of reduced demand) and, if so, how it can best support the Council's financial inclusion agenda/strategy	Housing Needs Manager Head of Strategic Housing & Development Head of Housing	Waverley Borough Council	Staff time	
4.5	Year 1 - Monitor change in remit of Welfare Benefit Officer role within Rents Team	Rather than directly support customers, the Welfare Benefit Officer will provide expertise and support to Rent Officers and other housing staff to help them support Council tenants adjusting to welfare benefits changes. Maximising benefits and income to sustain tenancies and prevent homelessness	Rent Accounts Manager Welfare Benefit Officer role	Waverley Borough Council	Staff time	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
4.6	Year 1 -Monitor deposit and rent in advance repayment arrangements from customers Years 2-5 – Monitor & review	Deposit scheme customers set up and maintain realistic and sustainable repayment arrangements Income recovery maximised, legal collection costs through third parties minimised, customers opportunity of bidding successfully for social housing in the future is maximised	Housing Options Manager Housing Options Co- Ordinator and Recovery Officer	Waverley Borough Council	Staff time	

Strategic Priority Five: Partnership Work

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
5.1	Years 1-5 - Maintain Housing Service representation and participation at multi agency meetings e.g. Surrey Housing Needs Managers Meeting, MARAC, MAPPA, Social Services case conferences, Housing Association Forum, CHarMM.	Partnership working to achieve best possible outcomes for clients, avoid duplication and maximise/share resources	Housing Needs Manager Housing Options Manager Specialist Options Officer	Waverley Borough Council Surrey Boroughs / Districts Surrey County Council Surrey Police Health Housing Associations Probation Community Mental Health Recovery Service (CMHRS)	Staff time	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
5.2	Year 1 - Continue to manage and coordinate Waverley's Single Housing Panel Years 2 - 5 Monitor and review	Housing and support needs of vulnerable clients assessed and suitable housing and support options identified. Partnership working to achieve best possible outcomes for clients, avoid duplication and maximise/share resources	Housing Options Manager	Waverley Borough Council Supported housing providers Floating Support Services Health CMHRS Social Services Probation	Staff time	
5.3	Year 1- Maintain Waverley's Family Support Service Years 2-5 - Monitor and review	Early Help and support to vulnerable families to stabilise and promote Health and Wellbeing, Education, Employment and Housing. Fulfil the Council's commitments to the Government's Syrian Vulnerable Person Resettlement Programme	Waverley Family Support Manager Head of Housing Operations	Waverley Borough Council Social Services Police Schools Health	Family Support Budget Staff time	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
5.4	Year 1 - Work with partners to provide Severe Weather Emergency Provision (SWEP) for single homeless clients Years 2-5 - Monitor and review	Waverley rough sleepers offered emergency accommodation during cold weather periods (3 consecutive nights forecast temperature 0 or below) to mitigate health risks.	Housing Options Manager Housing Needs Manager	Waverley Borough Council Guildford, Woking and Surrey Heath Councils York Road Project, Woking Number Five Project, Guildford B&B providers	Staff time Homelessness budget	
5.5	Year 1 – Co- ordinate Waverley's rough sleeping estimate in the autumn of 2018 Years 2-5 – Continue - subject to Government and local requirements	An accurate estimate of those sleeping rough in the Waverley area to gauge the effectiveness or otherwise of Waverley's homelessness prevention approach Statistical information for the Government	Housing Needs Manager Housing Options Manager	Waverley Borough Council Police York Road Project Probation CMHRS Faith forum/groups Citizens Advice Waverley	Staff time Statutory and Voluntary agency time	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
5.6	Year 1 Continue to support the work of Citizens Advice Waverley and monitor performance through Service Level Agreement Years 2-5 — Monitor and review	Waverley residents receive independent, free advice in regard to debt, welfare benefits, employment and housing rights and responsibilities etc. Maximisation of income & welfare benefits, social inclusion and prevention of homelessness.	Community Services Manager Housing Benefit Manager Housing Options Manager Tenancy and Estates Manager Rent	Waverley Borough Council Citizens Advice Waverley	Grant £210,000 Staff time	
5.7	Year 1 – Housing Options Support staff to attend and contribute to Early Help Local Family partnership meetings in Waverley Years 2-5 – Monitor and Review	Multi agency partnership work to co-ordinate support for vulnerable households. Prevention of homelessness and promotion of health and well-being of children and parents/guardians Co-ordinated support, maximising/sharing resources Identify gaps in provision of services/support & training/ awareness raising	Manager Specialist Housing options Officer	Waverley Borough Council Children's Services Schools Health CMHRS Police Domestic Abuse Outreach Service Voluntary groups	Staff time	

No.	Action	Aims / Outcomes	Lead Officers	Partner Agencies	Resources	Status / Comments
5.8	Years 1 – 5 – Arrange and coordinate an annual Homelessness Strategy conference	To review the Council and its partners' progress in preventing homelessness and delivering homelessness strategy priorities. Identify and celebrate successes Identify emerging challenges and agree partnership actions to meet the challenges.	Housing Options Manager Housing Needs Manager	Waverley Borough Council Adult Social Care Children's Services Citizens Advice Waverley CMHRS Supported Housing Providers Health Probation Letting Agents / Private landlords Ethical Lettings Neighbouring Boroughs/Districts	Staff time	