

# Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

<b>Directorate: City Development</b>	<b>Service area: Regeneration</b>
<b>Lead person: Christa Smith</b>	<b>Contact number: 0113 2478198</b>

## 1. Title: Sustainable Communities Investment Programme (SCIP)

Is this a:

Strategy / Policy

Service / Function

Other

**If other, please specify: 3 year capital investment programme**

## 2. Please provide a brief description of what you are screening

The **Sustainable Communities Investment Programme** is designed to respond to the investment needs of the neighbourhoods of Cross Green and the Nevilles. These communities have received investment in the past, resulting in some improvements. They now need integrated action to ensure that the benefits of that investment can be secured for the future, especially in the light of their proximity to Aire Valley's employment opportunities and a range of development possibilities nearby. This includes drawing down other funding sources, for example Green Deal/ECO.

A £5m programme of capital improvement projects (highways, environmental and some energy efficiency works) funded by the council's General Fund and Housing Revenue Account to be spent between 2013 and 2016 has been proposed, based on priorities identified by the communities in improvement plans and previous consultations. It includes an element for smaller projects to be identified and

managed by the Cross Green community via the ward's Community Leadership Team. Initial approval has been given by senior management, Lead and Ward Members and the detail of each project, including costings, is now being developed prior to Corporate Leadership Team, Leadership Management Team, and Executive Board submissions. This screening is intended to support those reports.

### 3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?		X
Have there been or likely to be any public concerns about the policy or proposal?	X	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		X
Could the proposal affect our workforce or employment practices?		X
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>		X

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

#### 4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The scope of the proposal is limited to 2 small, specific communities who are in most need of investment within their wards, whose geography puts them closest to the opportunities and challenges of the Aire Valley (and its associated eco-settlement principles) and where continued investment will better secure their profile as attractive and healthy places to live. This close focus is to ensure that the SCIP has the best chance of positive impact.

Consultation and engagement is structured and already underway beginning with ward members and the Burmantofts and Richmond Hill Community Leadership team in particular.

Both areas are designated priority neighbourhoods. Although the two neighbourhoods share similar overall deprivation profiles for health (reduced life expectancy and increased incidence of CHD and COPD) income and employment (for example 3 times the national average claiming job seekers allowance, and 3 times the Leeds average for claimants overall) they have very different profiles in terms of ethnicity and tenure and these are briefly illustrated here – statistics are derived from the Leeds Neighbourhood Index and related data including the Joint Strategic Needs Assessment:

The Nevilles area of Osmondthorpe contains around 150 homes, mostly still in council ownership. Decency investment has taken place including some energy efficiency work, but the MSOA overall is the 16<sup>th</sup> lowest for housing in the Leeds Neighbourhood Index. Though the ward as a whole reflects a higher number of young people and children than the Leeds average, deprivation here also relates to factors (ill health, fixed income for example) affecting a predominantly older indigenous population and sometimes complicated by a much smaller number of younger people coming into the area from diverse origins. People who have exercised their right to buy may have experienced some difficulties in maintaining necessary investment levels.

The Cross Green neighbourhood comprises around 500 houses though many are in multiple occupation or converted into small flats and bedsits, creating a densely populated, largely private rented neighbourhood where many people are disadvantaged

in terms of health (reduced life expectancy and higher levels of CHD, COPD and hospital admissions), income and employment and many are further disadvantaged by their status as recent arrivals. The MSOA features a very significant 3<sup>rd</sup> for the Leeds Neighbourhood Index housing domain, which can be expected to impact on health outcomes. JSA claimant levels are rising here and health and well being are negatively affected. High levels of crime and anti-social behaviour, not necessarily reflected in other parts of the ward, continue to aggravate living conditions and perception of well being. Recent investment, reflecting awareness of need, includes acquisition and demolition, a significant group repair scheme, roof repairs to the local church and highways works. Currently, 21 new homes are being built for affordable rents by a housing association.

- **Key findings**

**(think about** any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

It is not expected that proposed activity will impact differently on different equality characteristics. Energy efficiency works will assist in addressing high levels of fuel poverty: not all properties in any proposed project will be suitable or eligible for treatment however proposals build on or roll out from past investment work. This work will have positive impact on health and wellbeing. Highways and green space treatments will comply with access standards. This approach will also help develop a more positive sense of wellbeing in areas that suffer historically from a poor image.

Although the two communities fall within the same medium super output area, they lie in different wards. They remain very separate communities, largely because of their geographic isolation from each other and their very different profile in tenure terms and it is not expected that this programme will effect change in this respect. Proposals for improvement reflect the individual needs of the communities.

It is possible that perceptions from outside might regard proposed investment as disproportionate. However it is clear for the Nevilles in particular that more investment has already taken place in neighbouring streets and the proposals are intended to improve the environment to meet the same standards.

All residents are likely to be affected by proposed improvements, especially in terms of highways, environmental improvements and energy efficiency works and some disruption is inevitable with capital projects.

Cross Green is supported by focused neighbourhood management that has the added benefit of an already existing engagement structure that will provide the engagement focus for the programme. East North East Homes Leeds, working together with Leeds City Council Outer South Area Support Team will provide the management focus and engagement co-ordination for the Nevilles area.

In Cross Green it is intended that the community fund element of the programme will also be managed through this structure. The priority for the Nevilles is larger scale highway improvements and a community fund is not currently being proposed here.

- **Actions**

**(think about** how you will promote positive impact and remove/ reduce negative impact)

The Programme team is ensuring that potential match funding streams are being managed in politically acceptable ways

Any build or infrastructure projects will seek to minimise disruption particularly where vulnerable residents are concerned and LCC procurement and ALMO monitoring processes will be in place as support

A robust communications plan is in place, and will be kept under review, to mitigate negative community or political responses but it is acknowledged that there is a strong body of activists opposed to some major projects locally that might turn its attention to this programme. These views will be monitored and taken into account as part of the planning process.

A cross-function programme team, intended to be supported by a Programme Board, is in place for overall management, and will continue to take an overview of EDCI, reviewing at relevant milestones; this version (1.0) is intended to support the Corporate Management and Executive Board report seeking approval for the Programme in principle.

Each of the SCIP's constituent projects will be managed by the operational team responsible including EDCI screening and related action plans.

**5. If you are **not** already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment.****

Date to scope and plan your impact assessment:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

**6. Governance, ownership and approval**

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Christa Smith	Project Manager	

**7. Publishing**

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

<b>Date screening completed</b>	10 December 2012
<b>Date sent to Equality Representative, approved 2 January 2013</b>	12 December 2012
<b>Reviewed in line with CMT report changes</b>	4 January 2013
<b>Date published</b> Alongside CMT report dated 15 January 2013	