

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.

Directorate: Environments and Housing	Service area: Statutory Housing Services
Lead person: Megan Godsell	Contact number: 2276026

1. Title: Injection of Capital Funding and Commuted Sums Money in to capital programme in order to develop 12 additional pitches at Cottingley Springs Gypsy and Traveller site.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Recommendation to insert £1.074 grant from the HCA and £700k commuted sums funding into the capital programme in order to build 12 additional pitches of accommodation at Cottingley Springs Gypsy and Traveller site.

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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?	✓	
Have there been or likely to be any public concerns about the policy or proposal?	✓	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	✓	
Could the proposal affect our workforce or employment practices?		✓
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	✓	

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).

A) 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 – see Ai below) with those likely to be affected)

Gypsies and Travellers are defined ethnic minority groups who have a cultural tradition of nomadic and caravan based living. There is no legal duty on the Council to provide pitch based accommodation for Gypsies and Travellers. The Council does have a legal duty to consider and make reasonable housing provision for Gypsies and Travellers. The Council also has a legal duty to promote equality and harmony between Gypsies and Travellers and the settled community.

In September 2012, Executive Board gave approval for officers to seek funding opportunities to expand the site at Cottingley Springs to provide an additional 12 pitches.. The HCA has agreed to give £1.074m grant funding for this purpose on the condition that work completes before the end of March 2015 and that the Council secures the remaining funds to carry out the refurbishment work. The Council has secured funds and completed the programme of refurbishment on the existing pitches at Cottingley Springs.

Government guidance on planning and managing Gypsy and Traveller sites refers to the importance of making a 'housing offer' that is commensurate in standard to that offered to social housing tenants. A comparison can be made between Cottingley Springs and the investment in council housing, through the decency programme, over the last ten years. The refurbishment programme has made the standard of the 'housing offer' to the residents of Cottingley Springs commensurate to that offered to Leeds City Council tenants in conventional housing. The September 2012 Executive Board gave approval, subject to a successful planning application, to expand Cottingley Springs by a further 12 pitches. The existing site has been refurbished in order to bring it to the standard of accommodation which is going to be built on the adjacent land.

Ai) Is the consultation /engagement listed on Talking Point?

Yes

No If no, please give reason

The proposal affects the 41 residents of Cottingley Springs and face to face dialogue is being carried out with the residents, supported by an advocacy agency GATE, on all aspects of the newbuild programme. There is a Gypsy and Traveller Board which has been established to oversee the new development and a Consultation Plan written to ensure that the development proposals are communicated to Lead Members and others involved in improving the service provision for Gypsies and Travellers.

B) 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)

The Council has successfully secured grant funding from the HCA to expand the Gypsy and Traveller site at Cottingley Springs by an additional 12 pitches. The site expansion proposals are a response to the 2010 (then Environment and Neighbourhoods) Scrutiny Inquiry into the housing needs of Gypsies and Travellers. The Inquiry sought, in part, to address the cycle of encampment and eviction of 'roadside' Gypsies and Travellers. The expansion proposals are predicated on the principle that unauthorised encampments are partly a result of there being a shortage of formal pitches in the city for Gypsies and Travellers to live on. The impact of unauthorised encampments on local communities and the Council's budgets were also issues highlighted in the Inquiry. The development of the additional 12 pitches at Cottingley Springs will contribute to the 'safer and stronger communities plan' to increase a sense of belonging that builds cohesive and harmonious communities, as well as those relating to reducing crime and anti-social behaviour.

C) Actions

(Think about: how you will promote positive impact and remove/ reduce negative impact)

The newbuild proposals will be developed in a consultative way that ensures the programme of works are carried out in an open and transparent manner. It is believed that sufficient regard has been given to equality, diversity, cohesion and integration considerations in relation to these proposals.

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
Liz Cook	Chief Statutory Housing Officer	21/01/14

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.

Date screening completed	21/01/14
Date sent to Equality Team	22/01/14
Date published (To be completed by the Equality Team)	