

# 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: Housing Investment Team, Regeneration Programmes</b>
<b>Lead person: James Kilroy</b>	<b>Contact number: 2474491</b>

**1. Title: Affordable Housing Growth and Investment through the Affordable Homes Programme**

Is this a:

**Strategy / Policy**
 **Service / Function**
 **Other**

**If other, please specify:**

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

The report updates Executive Board on the approach to delivering the Affordable Homes Programme, notes progress of the development of sites identified in the previously approved Housing Investment Land Strategy reports and seeks approval for disposal routes for a number of additional sites which have since been identified.

### 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? ( <i>please see comments under Action section below</i> )	√	
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"> <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 Executive Board report provides background information and sets out details of the approach to delivering affordable housing. The report sets out measures taken to support and enable delivery including through the Homes and Communities Agency's Affordable Homes Programme to meet the city's for social and affordable housing. As a landowner and service provider, it identifies ways in which the Council makes a positive local regeneration contribution, assists efforts to reduce deprivation and in meeting local housing needs of all demographic groups.

The delivery of housing through this programme could have positive implications for equality groups who are economically disadvantaged. The programme includes a coordinated approach to stimulating investment incorporating an approach to disposing of brownfield sites some of which currently impact negatively on local communities. Development proposals will be subject to local consultation and could offer a catalyst for community engagement and capacity building, through locality working.

- **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 delivery of housing growth will support the identified housing needs of the city and the delivery of affordable housing through this programme could have positive implications for equality groups who are economically disadvantaged.

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

Detailed proposals would be the subject of consultation with Ward Members, local residents and stakeholders and where appropriate individual schemes would be further screened for their equality impacts. In each case the intention would be to ensure local knowledge and concerns are reflected in the design of developments and to deliver schemes that fit with the existing neighbourhoods.

**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:	n/a
Date to complete your impact assessment	n/a
Lead person for your impact assessment (Include name and job title)	n/a

**6. Governance, ownership and approval**

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

Name	Job title	Date

**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.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	24 <sup>th</sup> March 2014
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
Any other decision – <b>date sent to Equality Team (<a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>)</b>	n/a