

# 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: Environments and Housing</b>	<b>Service area: Financial Admin</b>
<b>Lead person: Cliff Allsopp</b>	<b>Contact number: 76214</b>

<p><b>1. Title:</b> Lender in Last Resort (Right to Buy)</p> <p>Is this a:</p> <p> <input type="checkbox"/> <b>Strategy / Policy</b>                                  <input checked="" type="checkbox"/> <b>Service / Function</b>                                  <input type="checkbox"/> <b>Other</b> </p> <p><b>If other, please specify</b></p>
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<p><b>2. Please provide a brief description of what you are screening</b></p> <p>The report proposes that the existing policy that the Council act as Lender In Last Resort for tenants seeking to buy their home under the Right to Buy. This applies where the property is termed as being of defective build, a multi-storey flat or of non-traditional build.</p> <p>Tenants unable to secure a mortgage through one of the high street financial lending institutions due to the property/build are able to request assistance through the Council. However this leaves the Council open to financial loss, is in conflict with the policy for the acquisition of additional social housing. In addition there is no legislative requirement to provide mortgages.</p> <p>From a tenants perspective, where a defective/non-trad build house is the subject of a RTB the potential repairs required to make the property mortgageable in the future are likely to be tens of thousands £'s. If the works are not carried out they may find that they are unable to sell on the open market. It is also probable they will be unable to secure a loan for the repairs if they acquired the property.</p> <p>The cessation of the provision of mortgages in such cases has been considered by the Housing Advisory Board at their meeting of the 8<sup>th</sup> April 2014.</p>
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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?		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).

##### **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)

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

Yes

No  If no, please give reason

##### **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)

##### **C) Actions**

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

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Richard Ellis	Head of Finance	10 Apr 2014

**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.

<b>Date screening completed</b>	10 Apr 2014
<b>Date sent to Equality Team</b>	
<b>Date published</b> (To be completed by the Equality Team)	