

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: Environment and Housing	Service area: Property and Contracts
Lead person: Nesreen Lowson	Contact number: 0113 3781518

1. Title: Farrar Lane – Contract Procurement for Refurbishment proposals for Farrar Lane, Sheltered Complex in North West Leeds

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The proposals for procurement of the construction works to deliver conversion and refurbishment works to Farrar Lane, sheltered complex in north west Leeds.

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"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	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)

Residents

This proposal will primarily affect older people living as tenants in the Farrar Lane Sheltered Housing Complex.

In order to address this specific group, customer consultation events have taken place locally at the sheltered complex involving local Ward members and have been previously supported by the ABCL Staff (and the previous West ALMO Senior Management Team members at CEO and HoS levels).

Resident tenants have been consulted in developing the proposals. A consultation event was held with Ward Members and local residents on 11 July 2013 to consult on the

refurbishment works. There were no objections raised to the scheme at the event. Many were keen for the work to start as soon as possible due to the lengthy timescales to reach this point.

A further meeting with residents has taken place in March 2014 to update residents and local Ward Members on progress.

A separate briefing note has also previously been provided to Ward Members.

A further update communication to both the tenants and Ward members will be prepared and issued in May 2014 following approval of the procurement route.

Planning Consultation and Objectives

One of the objectives included in the draft planning Statement for the Holt Park District Centre sets to “ facilitate the improvement / refurbishment of the existing elderly care facility on the site and review with Asset Management what the Council can offer for elderly care in this location....”. (pg. 3). The draft planning statement also sets out ...” the opportunity to progress with new sheltered housing together with improvements to the existing sheltered housing provision...” The proposals contained within this project and set out in this report support these objectives, helping to advance equality of opportunity to residents.

The Council’s Procurement Strategy and Tendering processes all takes into account the equality, diversity, cohesion and integration requirements.

• **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)

No current tenants will be displaced from the scheme although some tenants will need to move from their existing flat. A dedicated officer is working with individual tenants, their families and carers to ensure that where possible there request for a specific flat is taken into consideration and where not possible the best alternative is provided.

This project has a potential positive impact to improve the opportunities available for the older people through improving access to domestic and communal areas, creation of new accessible scooter parking facilities and providing increased independence and thus assisting to combat social isolation. The proposals contained within the report will contribute to eliminating current limitations of access within the complex.

• **Actions**

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

The proposals include for the upgrade of the existing warm air heating system to the flats within the complex, which will provide tenants with a more efficient heating system. This will particularly benefit those tenants on low incomes who are currently in fuel poverty.

The refurbishment works also aim to meet the lifetime homes standards which will reduce

the requirements for future major adaptations to be undertaken within the flats themselves as all the flats will have fully refurbished walk in showers installed as part of the proposals.

The communal areas within the complex will meet the Equality Act 2010 and public sector equality duties specifically with regards to accessibility once the refurbishment works are completed.

Positive impacts will be promoted through improved regular contact with tenants, ward members and the MP. A tenant liaison officer will provide a clear link for queries and communications throughout the project lifecycle.

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
Nesreen Lowson	Commercial Contracts Manager	08/04/2014

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.

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** screenings should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	08/04/2014
If relates to a Key Decision - date sent to Corporate Governance	

Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	
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