

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 & City Development	Service area: Housing
Lead person: : Simon Costigan / Maggie Gjessing	Contact number: 0113 3781334

1. Title: Delivering the Council Housing Growth 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 programme to deliver nearly 1,000 new Council homes.
- A programme of investment to deliver a comprehensive programme of new build housing and bringing properties back into use using Housing Revenue Account (HRA) funding, New Homes Bonus and Right to Buy receipts.
- The scale of this work will not only address significant housing need in the City but will also help the Council to make a statement about the future of social housing in the City.

1. 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. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

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).

- **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 Council Housing Growth Programme Board will manage delivery of the overall

programme and will develop a communication and consultation plan for each scheme as part of the development process.

As part of this process consultation will be undertaken with local ward Members, members of the local community and interested partners.

It is the intention to build modern homes using innovative design principles that offer the best in environmental design but also ensures flexibility to allow for family growth

- **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 affordable housing through this programme could have positive implications for equality groups who are economically disadvantaged.

The demand for rental property in the City is likely to increase. Due to the number of working households that are unlikely to be able to afford home ownership there is a growing market for good quality rented accommodation. The Council can play a role in meeting this demand, not only for those in housing need but also for a client group that is willing to pay a premium for good quality rented housing but is unable to access the housing market through home ownership.

There is evidence of increasing or continuing demand from:

- Young working households sharing housing to reduce housing costs
- Students and graduates
- Young couples unable to afford to enter home ownership, or seeking to accumulate a deposit
- Split families arising from divorce/ separation
- The extra care housing for the frail and elderly

- **Actions**

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

- The affordability model that is being developed as part of the Council Housing Growth Programme will deliver a product that is more energy efficient and will reduce running costs by more than any increase in rent to ensure that the disposable income of any household will not be adversely affected by paying an increased rental charge.
- The council's lettings policy provides the overall framework for lettings of council properties. Local lettings policies allow the council to respond to local needs and have a localised approach to the management of specific property types. Local lettings policies may give preference for offers of accommodation to defined groups of customers, for example, on the basis of their age, employment status or

local connection to an area.

- The council wishes to let the new build properties through specific local lettings policies tailored to meet local needs and aspirations
- As well as using information held on the council's housing waiting list, the council will consider wider demographic projections and economic factors.

The council is consulting on giving preference for lettings to the following groups:

- People with a local connection to the area – including people living or working in the area, or having close family living in the area
- Tenants and residents who have a good tenancy record, taking into account any rent arrears, the condition of the property and any antisocial behaviour
- People in employment, key workers or people in training in the area
- People who are living in overcrowded conditions
- Families with dependent children who are living in high rise /multi story flats
- Disabled people who need adapted properties to meet their needs
- Members and former members of HM Armed Forces

Extra Care Provision for Frail & Elderly

The scheme at Howarth Court consists of 45 units. Environments and Housing and Adult Social Care are acting as joint clients for this scheme as the scheme will provide extra care provision

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)

Neera Tyagi
Programme Management Officer

6. Governance, ownership and approval

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

Name	Job title	Date
Simon Costigan / Maggie Gjessing	Chief Officer	28 th May 2014
Date screening completed 28th May 2014		

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated**

Decisions or a Significant Operational Decision.

A copy of this equality screening should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: