

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: City Development | Service area: Asset Management and Regeneration |
| Lead person: Sarah Griffiths | Contact number: 24 76244 |

1. Title: Procurement of the site of the former Squinting Cat Public House, Swarcliffe via the YORbuild framework to deliver new council homes.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The impact of the decision to procure a construction contract for the development of the site of the former Squinting Cat Public House, Swarcliffe, via the YORbuild framework to deliver 18 x 1 and 2 bed apartments via a Design and Construct contract

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 X | 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 function of procuring a contractor to deliver 18 new council homes at the site of the former Squinting Cat Public House will enable the delivery of additional social housing to address unmet housing need.

Consideration was given to local housing demand data in selecting the site of the former

Squinting Cat Public House as a suitable site to deliver new council housing to meet the needs of local people.

Information on local housing demand from sources such as the Leeds Homes Register, demonstrated that demand for all property types in the Swarcliffe area is higher than the city average. In the Swarcliffe lettings area, there is evidence to show demand for older person's accommodation. The design and type of housing to be delivered has been carefully developed in order to ensure current and predicted housing need can be met. The apartments will be built to Lifetime Homes standard have been designed to meet the needs of older persons In designing the units to meet the needs of older persons, it is anticipated that larger accommodation will be released and made available to families on the housing register.

As part of the design process for the Squinting Cat scheme, the impact on existing communities and neighbourhoods, and on the potential new tenants was considered by a multi-discipline Design Team. Including a dedicated Design Champion to ensure designs incorporate good practice as outlined in policies such as Neighbourhoods for Living, which aims to ensure the successful integration of the scheme into existing neighbourhoods. Prior to the submission of a planning application in November 2014, a public consultation event was held on the proposals for the Squinting Cat scheme, and responses where possible, were reflected within an amended design.

One of the key drivers of the Council Housing Growth Programme (which the Squinting Cat site is to be delivered under) is to ensure where possible, the utilisation of local labour, and to increase employment and training opportunities for local people. Contractors on the YORbuild framework are required to meet the benchmarks set within the contract to ensure employment and training opportunities are delivered during the build programme. Procuring a contractor via the YORbuild framework to deliver new council homes on the site of the former Squinting Cat public house, will assist in meeting this objective given its use of bespoke Employment and Skills plans, and regional contractors and supply chains, having a positive impact on local people providing provision for employment and training opportunities during the build programme.

- **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 new council homes on the former Squinting Cat Public House site will have positive implications for equality groups who are economically disadvantaged both in terms of housing and in creating additional employment and training opportunities.

- **Actions**

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

Local ward member and public consultation on the proposals for the Squinting Cat scheme, (prior to the planning submission) ensured local knowledge and concerns were reflected in the design to ensure fit with the existing neighbourhoods.

As part of the overall Council Housing Growth Programme, a Communication Strategy has been developed to ensure effective communications with key stakeholders on individual scheme proposals are maintained throughout the programme and is subject to ongoing review. Recommendations from this strategy will be utilised to inform the need for any further key stakeholder communication/ consultation in respect of the Squinting Cat scheme. This will include, as a minimum regular briefings to local ward members and existing residents until the completion of the scheme.

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 |
|-----------------|----------------------------|-----------------|
| Maggie Gjessing | Housing Investment Manager | 14 January 2015 |

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.

Please send a copy to the Equality Team for publishing

| | |
|---------------------------------|--------------------------------|
| Date screening completed | 22 nd December 2014 |
|---------------------------------|--------------------------------|

| | |
|-----------------------------------|--|
| Date sent to Equality Team | |
|-----------------------------------|--|

| | |
|---|--|
| Date published (To be completed by the Equality Team) | |
|---|--|