

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 Adult Social Care Environment and Neighbourhoods	Service area: : Housing Growth, specialised housing for older people
Lead person: Sue Morse	Contact number: 24 74111

1. Title: Developing the range of housing options for the older peoples housing market
Is this a:
<input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other
If other, please specify: Programme

2. Please provide a brief description of what you are screening
<p>This screening is intended to support the Leeds City Council Executive Board report of 18th March 2015 which sets out the Councils strategic approach towards its aim to maximise cross sector investment to increase the quantity and range of housing options for older people to meet demand from older people of varying degrees of ability and dependency.</p> <p>The corporate Specialist Older People’s Housing Programme sets out a holistic, city-wide approach to investment in older peoples’ housing, working in partnership across disciplines and departments (Leeds City Council’s Adult Social Care, Environment and Neighbourhoods and City Development), across public and commercial sector specialist housing providers and increasingly through integration with other services such as health. The aim of the report is to encourage and facilitate the delivery of a range of delivery mechanisms to provide new specialist</p>

housing both for older people and meet the identified shortfall of general needs accomodation specifically for older people.

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. 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?	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)

The focus of the report by definition prioritises older people and by implication their carers, families and service providers. It recognises the need to respond to evidence of existing gaps in supply of a range of housing options as the number of people over 75 increases over the coming years.

Approximately 600 units of extra care accommodation and c1750 units of general needs and sheltered housing units are required to meet the current needs of people over 75. The number of older people in Leeds is growing and by 2020 it is anticipated that those most in need of care and support, mainly older people aged 75 plus will increase by around 13%. Capacity to deliver sufficient units towards meeting this need is therefore being drawn out from a range of sources, including the independent sector, registered providers and the Council House Growth Programme.

As older people aspire to be independent for longer there is an emphasis on choice and control and services that are more responsive to individual need. The ambition to develop additional units of accommodation in areas of undersupply across the city, in a variety of tenures and by a range of providers will ensure that older people have a choice about where they live.

As an Older Peoples Housing Strategy is developed engagement with partners and service users is proposed for example with the following groups: Older Peoples Forum, Credit Union, Care and Repair.

- **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 proposals reflect differences in need in relation to existing and predicted supply across the city's neighbourhoods. The proposals seek to facilitate an increase in supply

to meet current and predicted localised gaps in provision across the city.

It is recognised that more work needs to be done to understand the needs of different BME communities. Consultation with BME communities may help explore traditional perceptions of communities looking after their own and whether future ECH provision should be specifically targeted to meet specific cultural needs within identified areas.

No diversion of resources from other equality provision is anticipated, since funding is likely either to come via dedicated, specialist routes, including that only available to housing associations, or benefit from commercial sector investment.

Of particular relevance for integration and cohesion, Better Lives for Older People is predicated on the principle that outcomes for older people improve when they are able to stay, for as long as possible, in familiar surroundings with services delivered to them. This means that families and carers are also able to remain in close contact with their elders, offering support but also deriving well-being from maintaining an integrated family life.

The provision of a range of housing options facilitates individual choice. This will have positive impact on the high incidence of poverty in many areas of the city gained by releasing larger council and housing association homes for general family use.

- **Actions**

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

Governance is provided by a Chief Officer-led Steering Group who will continue to monitor progress. Clearly programme managers will be looking for measurable positive impact on older people, their carers, families and neighbourhood well-being.

It is anticipated that EDCI screening reviews will be undertaken at agreed Programme milestones to ensure continued compliance.

As individual proposals come forward, managers will undertake project specific edci screening and action plans that will look in detail at potential edci 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)	
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6. Governance, ownership and approval		
Please state here who has approved the actions and outcomes of the screening		
Name	Job title	Date
Sue Morse	Principle Regeneration Officer	24.2.15
Date screening completed		24.2.15

7. Publishing	
<p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> • 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. <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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: