

Equality, Diversity, Cohesion and Integration Screening



Comment [MG]: Think this needs to be specific rather than general on the DDN

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/Environment and housing	Service area: Housing Growth Team
Lead person: Adrian Dean	Contact number: 2475741

1. Title: Property Acquisitions' (Council Housing Growth Programme) – Former Lord Cardigan PH Site

Is this a:

Strategy / Policy
 Service / Function
 Other

If other, please specify: Purchase of a housing development consisting of 8 x Housing units form a private developer

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

In September 2012, the Executive Board endorsed the development of an investment programme to deliver new council housing in the city by various means. Through a series of subsequent reports, the Executive Board approved the opportunity for the Council to enter into a programme of acquisitions which could be by purchasing private development housing units off the shelf. This opportunity is an effective way of increasing Council House stock especially in areas where demand exceeds available supply. The other benefits are that the units can be delivered quickly and represent value for money particularly as this is the opportunity to negotiate the price.

The report being screened to demonstrate that due regard to equality has been taken is the proposal that the Council acquires the residential development (8 no units) being constructed by RDF Building Services on the former Lord Cardigan

Pub site, which will contribute to the aims of the Council Housing Growth Programme.

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)

An Executive Board report on 17 July 2013 from the Director of Environment and Housing approved a programme to increase the number of council owned residential dwellings available for Council letting in line with demand. As part of this, a value for money option was to increase the number of new council houses by purchasing properties directly from developers, either off the shelf or off plan.

In line with the proposals being screened for equality here, it was also determined at the time that the programme will assist in advancing equality by increasing much needed affordable housing in areas of Leeds where there is demand for this type of housing.

- **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)

Bramley is an area where there is high demand for 2 bedroom council houses. See table below take from the Leeds Homes Register.

Bramley Town Street	Number Let	Number of bids	Average bid per property let
1/2 Bed House	2	86	43
2 Bed House	5	753	151
3 Bed House	6	380	63
Wider Bramley area			
1/2 Bed House	1	77	77
2 Bed House	60	7488	125
3 Bed House	36	1879	52

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

Due to the demand in the area these properties will only be let in line with Leeds City Council letting policy for people with local connections to the area.

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:	N/a
Date to complete your impact assessment	N/a
Lead person for your impact assessment (Include name and job title)	N/a

6. Governance, ownership and approval

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

Name	Job title	Date
Date screening completed		

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: