

# 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.

<b>Directorate:</b> Environment and Housing	<b>Service area:</b> Housing Leeds
<b>Lead person:</b> Mike Camponi	<b>Contact number:</b> 0771 221 6963

## 1. Title: Homefinder UK National Mobility Scheme

Is this a:

**Strategy / Policy**
                 
  **Service / Function**
                 
  **Other**

**If other, please specify**

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

To renew our annual subscription to Homefinder UK website, the national mobility service for social landlords and tenants. It is linked to our existing national mutual exchange providers, House Exchange, who host a website for all social landlord tenants in Leeds seeking matches locally, regionally or nationally.

Homefinder UK works in partnership with social landlords to help tenants who wish to move to social housing in other parts of the country and assists social landlords with advertising properties that are experiencing reduced demand.

## 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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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 scheme is linked to an established procedure that allows tenants to exercise their legal right to exchange their property with another council tenant outside Leeds and will improve their prospects of rehousing beyond the city boundaries.

It will allow under occupiers to move to smaller properties cross boundary and assist older tenants by offering the opportunity to move to more suitable accommodation outside Leeds such as sheltered housing or level access accommodation and receive

support from relatives living in other parts of the country.

The properties that we advertise are low demand after opportunities from all groups have already been exhausted. Any lettings reflect the council's existing policy which is regularly reviewed and updated to reflect all equality, diversity, cohesion and integration issues. Monitoring of all lettings is undertaken to cover the same issues along with compliance with current legislation, guidance and research. Customer consultation is also undertaken periodically highlighting equality and diversity issues, the results of which feed into policy and procedural reviews.

- **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)

Positive impact;

The criteria for Homefinder UK moves is more open and gives opportunities to groups who are not given preference for offers of accommodation on policy grounds such as local connection, waiting time and priority category.

Will help diverse groups moving in or out of Leeds to find suitable homes outside the normal lettings policy, particularly those affected by welfare reform or seeking support.

Will enable diverse groups to overcome mobility barriers denying them access to better employment and education opportunities

Negative impact;

A risk of increased transfers from external social landlords could impact on sustainability and existing community cohesion and integration. This will be mitigated by conducting enhanced tenancy checks prior to making offers.

Vulnerable groups who already have difficulty in engaging with the choice based lettings scheme. This will be mitigated by an extensive promotion and engagement campaign e.g. citywide homeswap events in city centre

- **Actions**

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

See above

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Mike Camponi	Housing Manager Leeds Homes	30 <sup>th</sup> Nov 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.

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** screening's should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	30 <sup>th</sup> November 2015
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	