

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: Environment and Housing | Service area: Housing Leeds |
| Lead person: Mike Camponi | Contact number: 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

Following an evaluation of previous tenant mobility incentive schemes a new simplified scheme is proposed to assist in tackling under occupation and overcrowding amongst LCC tenants.

A £500 payment is proposed for any LCC tenants who exchange properties through a mutual exchange that are either under occupying or overcrowded in order to release higher demand properties and assist those tenants affected by the bedroom tax. Council tenants in arrears will be able to use the payment to help clear them where appropriate.

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 | |

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 and will improve their prospects of rehousing. The tenants properties being exchanged will extend opportunities to all groups that reflects the council's existing policy which is regularly reviewed and updated to reflect all equality, diversity, cohesion and integration issues.

Supporting under occupiers to move to smaller properties will assist older tenants by offering the opportunity to move to more suitable accommodation such as sheltered housing or level access accommodation.

Helping under occupiers assists younger families with children by releasing larger homes, and tenants who are unemployed or on low incomes.

The majority of tenants who moved on the council's previous under occupation incentive scheme were White British, but a higher proportion of customers who moved into the released properties were from BME groups, reflecting the fact that overcrowded households are more likely to be living in overcrowded conditions.

Customers with dependent children will benefit from the opportunity to move to a property larger than their strict entitlement. This will help reduce overcrowding and promote healthy living. It will also increase sustainability and community cohesion because families will not need to move to a new property due to the natural growth of the household.

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

As the scheme is restricted to mutual exchanges the criteria is more open and gives opportunities to groups on the Housing Register excluded on policy grounds such as local connection, waiting time and priority category.

It will help diverse groups find suitable homes outside the normal lettings policy particularly those affected by welfare reform.

Positive impact;

The criteria for 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 support diverse groups in finding suitable homes outside the normal lettings policy, particularly those affected by welfare reform.

Will enable diverse groups to overcome barriers denying them access to better employment and education opportunities in other parts of the city.

Negative impact;

A risk of increased exchanges could impact on sustainability and existing community cohesion and integration. This is mitigated by increased checks through home visits and additional legal conditions for refusing requests

Vulnerable groups who have difficulty in engaging with internet services. This will be

mitigated by an extensive promotion and engagement campaign.

- **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

| Name | Job title | Date |
|--------------|------------------|-------------|
| Mike Camponi | Housing Manager | 2/12/15 |

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. For record keeping purposes it will be kept on file (but not published).

Date screening completed

7th Oct 2015

If relates to a Key Decision - **date sent to Corporate Governance**

Any other decision – **date sent to Equality Team (equalityteam@leeds.gov.uk)**