

# 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: Environment and Housing</b>	<b>Service area: Housing Leeds</b>
<b>Lead person: Juliet Duke, Service Manager, Older People</b>	<b>Contact number: 3783696</b>

## 1. Title: Works to address accessibility issues in communal areas of sheltered schemes

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

### If other, please specify

The Sheltered Support service identified that there was a need for investment in accessibility issues at sheltered schemes so money was allocated from the 2014//15 reserves. Following individual site surveys the total costs of the work have now been estimated at £850,000.

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

Within the City there are over 4,300 council properties that are specifically designated as older persons housing, spread across 129 schemes citywide.

Following the site visits works have been identified at 47 schemes which include new doors with automatic openers and fobs to external entrances, internal communal lounge doors and mobility scooter stores; ramp access where required and improvements to create disabled toilets. Uninviting and dated décor was also identified at a number of schemes and this work has been included within the painting programme.

Completion of the accessibility works will enable the Sheltered Support service to work with tenants at schemes identified for works to maximise the availability of the communal facilities and the range of activities on offer and is in line with the requirements of the Care Act (2014) to improve older people's independence and well-being and prevent the need for increasing care and support.

### 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"> <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)

Fostering good relations with tenants (and where appropriate their families and carers) to explain the works will be key to the success of the project.

- **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 Care Act (2014) has brought together previous legislation and put new duties and responsibilities on local authorities to improve older people's independence and well-being and prevent the need for increasing care and support.

1635 tenants live at the 47 sheltered schemes, undertaking this work would allow those with mobility issues or increasing frailty to have better access to communal areas and so enable them to become more involved in communal activities and reduce social isolation in line with the Care Act (2014).

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

A number of the works had been identified by tenants at schemes including no disabled toilet facilities and heavy wooden external doors that tenants were struggling to open.

Consultation with tenants will take place at each scheme prior to works being undertaken. Ward Members will be invited to the consultation events.

A briefing note will be provided to Ward Members outlining specific works in their ward.

It is well known that social isolation has a huge impact on overall physical and mental health, and so an important part of this work is to look at the wider role of sheltered housing in providing a community that all tenants feel part of, within the wider community.

Considerable work has already been undertaken by the Sheltered Support service to work proactively with tenants to develop exciting and stimulated activity programmes within schemes, including working with local voluntary groups and services to support activities and strengthen relationships between the scheme and the wider community. This is already proving to be of benefit with many tenants previously not engaged now taking an active part in activities.

Completion of the accessibility works will enable the Sheltered Support service to work with tenants at these schemes to maximise the availability of the community facilities and the range of activities on offer.

**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> Juliet Duke	<b>Job title</b> Service Manager, Older People	<b>Date</b> 17 November 2015
<b>Date screening completed</b>		17 November 2015

**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](mailto: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	Date sent:
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<b>Governance Services</b>	
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: