

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: Juliet Duke, Service Manager, Older People	Contact number: 3783696

1. Title: Rehousing of tenants from Bennett Court and Union Court, Otley

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

At a meeting between the Director of Environment and Housing, the Executive Member and local ward members in November 2014 a commitment was made to carry out investment in remodelling Bennett Court and Union Court Sheltered Schemes in Otley, which currently have a number of units with shared bathing facilities and a large number of properties are not of 'decency' standard.

Due to the intrusive nature and scale of the works approved, tenants will be unable to remain in their own home. All tenants at these schemes are aged 60+.

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

The report seeks approval for the temporary suspension of lettings to Bennett Court and Union Court Sheltered Schemes, Otley until works are completed at both schemes and the temporary suspension of lettings at Myers Croft, Lea Croft, Whiteley Croft, Weston Drive, Adams Croft and Linfoot Court, all in Otley, to assist with the decanting of tenants during the major works.

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)

Fostering good relations with tenants (and where appropriate their families and carers) 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)

None

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

Following an open consultation event for tenants and their families/carers, individual meetings will be held with each tenant to determine any medical needs and other requirements which may be required as part of the rehousing such as space for a mobility scooter. This discussion will also determine if a tenant wishes to move permanently from Bennett Court, which would be managed through a Direct Let.

All tenants would be provided with full support during their move both to the decant property or new permanent property and on return from the decant property.

Tenants will be provided with a named Officer who will maintain very close contact with them (and where appropriate families and carers) through each stage of the process. A monthly coffee morning will also be established where Officers can answer queries.

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 Juliet Duke	Job title Service Manager, Older People	Date 11 November 2015
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Date screening completed	11 November 2015
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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:
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For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
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All other decisions – sent to equalityteam@leeds.gov.uk	Date sent:
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