

# 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: Environments and Housing</b>	<b>Service area: Housing Leeds – Housing Management and Support</b>
<b>Lead person: Rob McCartney</b>	<b>Contact number: 2243480</b>

## 1. Title: Private Sector Housing Assistance Policy

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The proposal to approve a Private Sector Housing Assistance Policy.

## 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?		✓
Have there been or likely to be any public concerns about the policy or proposal?		✓
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		✓
Could the proposal affect our workforce or employment practices?		✓
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>	✓	

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).

**A) 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 – see Ai below) with those likely to be affected)

Approximately 76% of housing in Leeds is privately owned or rented with the worst forms of housing concentrated in the private sector: 33% of private housing is non-decent with this rising to 70% for back to back housing. A Private Sector Housing Assistance Policy will enable the Council to align different funding streams and, where applicable, pool resources on specific interventions. This may well result in the same contractor carrying out work on adaptations and wider improvements and generate cost benefits. It is proposed to use £162k of Disabled Facilities Grant funding to fund £102k of empty homes interventions and £60k of Sanctuary scheme funding.

**Ai) Is the consultation /engagement listed on Talking Point?**

Yes

No  If no, please give reason

**B) 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)

A Private Sector Housing Assistance Policy will enable the Council to align different funding streams and, where applicable, pool resources on specific interventions. This may well result in the same contractor carrying out work on adaptations and wider improvements and generate cost benefits. There is sufficient budget within the DFG to fully meet the housing adaptation needs of disabled people. The release of funding for empty homes work will result in more housing options becoming available for vulnerable people. The use of DFG funding for the Sanctuary scheme will ensure that a vital scheme for people experiencing domestic violence/hate crime can continue to be fully funded.

**C) Actions**

(Think about: how you will promote positive impact and remove/ reduce negative impact)

Implement the proposed changes resulting in improved joint working across the different elements of private sector housing, ensure there is sufficient funding for housing adaptations and the Sanctuary scheme and continue to bring empty homes back into use.

**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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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**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>
Jill Wildman	Chief Officer – Housing Leeds Housing Management and Support	

**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.

<b>Date screening completed</b>	
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<b>Date sent to Equality Team</b>	
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<b>Date published</b> (To be completed by the Equality Team)	
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