

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: City Development	Service area: Asset Management & Regeneration, Housing Growth Team
Lead person: Maggie Gjessing, Executive Manager: Regeneration	Contact number: 0113 3950502

1. Title: The creation of affordable accommodation to buy and rent in Leeds

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify:

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

This screening document is in relation to an Executive Board report, dated 22nd April 2016.

The report is responding to the White Paper resolution agreed at full council on Wednesday 13th January 2016 which notes that, in the context of the Housing and Planning Bill and the Chancellor’s Autumn Statement “This council remains committed to supporting the creation of affordable accommodation to buy and rent in Leeds”.

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)

The focus of the report is the future provision of affordable housing, which has a beneficial impact for socio-economic equality groups. The report recognises the need to provide a range of products to support people to their own home, through the provision of low cost home ownership models.

The report discusses the Housing & Planning Bill and the changes in legislation which promotes home ownership, particularly through the provision of Starter Homes. However,

even through the provision of this product it could still prove to be challenging for people on low to middle incomes to be able to access home ownership through this model.

Therefore, the Council is considering how it can address this gap in the market, through the development of a Local Housing Company, which could include delivering units at below the average price and offering products such as shared ownership or equity loan.

• **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)

The activity outlined within the report has a positive impact on the socio-economic equality indicator.

The council has an opportunity to position itself as a deliverer of new homes for sale at or below average prices to provide at a price point which is affordable to households at or below average incomes which the market is not currently servicing. This would also support strategic economic growth in the city.

• **Actions**

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

Governance is provided by Director and Exec Member led Boards who will continue to monitor progress. Clearly programme managers will be looking for measurable positive impacts for socio-economic equality groups.

As individual proposals come forward, managers will undertake project specific EDCI screening and action plans that will look in detail at potential EDCI impacts.

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
Maggie Gjessing	Executive Manager: Regeneration	March 2016
Date screening completed		March 2016

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:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: