

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: Wharfedale View Extra Care Scheme, Yeadon

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

Construction of a 45 bedroom Extra Care scheme, Wharfedale View, Yeadon, has commenced and is expected to be completed in autumn 2016. The scheme will remain in LCC ownership with Housing Leeds providing the housing management service, sheltered housing service and Adult Social Care procuring the core care service.

Wharfedale View is a flagship development for the Council in terms of design and signalling commitment to providing excellent quality accommodation for older people across a range of needs. The scheme will increase the variety, quality and number of specialist homes available, for shared ownership and for rent; support the supply of well-designed, affordable schemes; contribute to the development of new and innovative housing offers; improve supply across the wider market; improve joined-up working at a local level between Housing Leeds, Adult Social Care, health professionals and a care provider.

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 \(and where appropriate their families and carers\) to access the new scheme will be key to the success of the project.](#)

An important element to the schemes success will be the working relationship between Housing Leeds and the Care Provider who will meet on a regular basis to manage the scheme effectively and provide seamless support to residents, including close liaison on case management ensuring that any areas causing concern are identified and resolved as soon as possible.

Marketing of the new scheme will focus on the positive opportunity to promote the delivery of significant investment in improved, sustainable, specifically designed homes for older people.

- **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.

The provision of the scheme ties in closely with the Best Council Plan 2013-2017 by providing housing as the city grows and through supporting the delivery of the Better Lives programme - helping local people with care and support needs to enjoy better lives. With a focus on:

- helping people to stay living at home
- joining up health and social care services
- creating the right housing, care and support

- **Actions**

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

Each apartment will be self-contained with its own kitchen and wet floor shower room so that residents can live independently but with access to onsite 24/7 emergency support. Additional facilities include multi-use community rooms and restaurant which will be opened up for the local community of older people and friends and family of residents to use. A therapy area and assisted bathing suite will be provided in a spa setting for the use of residents. This is a fully accessible purpose built facility with parking for residents and visitors, mobility scooter store and cycle store. The garden area is fully accessible and raised planters have been included in the design to encourage an active role by residents in maintaining the gardens.

Consultation has taken place with Ward Members and with AVSED members, the local Neighbourhood Network for older people.

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

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 22 March 2016
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Date screening completed	22 March 2016
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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:

For Delegated Decisions or Significant Operational Decisions – sent to appropriate **Directorate**

Date sent:

All other decisions – sent to equalityteam@leeds.gov.uk

Date sent: