

# 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 Growth Team</b>
<b>Lead person: Lorraine Wright</b>	<b>Contact number: 24 74743</b>

**1. Title:** Council Housing Growth Programme: Award of the construction contract to deliver 24 new council homes at Broadlea Street, Bramley

Is this a:

**Strategy / Policy**
                 
  **Service / Function**
                 
  **Other**

**If other, please specify**

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

The impact of the decision to award the construction contract to deliver new council homes (24 houses) at Broadlea Street.

**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?		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 X	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)

An Equality, Diversity, Cohesion and Integration (EDCI) screening was completed on 28th May 2014 on the impact of the delivery of the Council Housing Growth Programme (CHGP), which will deliver nearly 1,000 new council homes. The EDCI screening noted that: The delivery of affordable housing through this programme could have positive implications for equality groups who are economically disadvantaged.

- **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)

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Consideration was given to local housing demand data when selecting the site to ensure the delivery of new council housing would meet the needs of local people.

The appointment of a contractor to deliver 24 new council homes at Broadlea Street, Bramley will enable the delivery of additional social housing to address unmet housing need, particularly that of good quality family housing.

The design and type of housing to be delivered via the CHGP will meet the requirements of the established Leeds Standard. This is a comprehensive approach to the design of new council housing to deliver high quality, spacious and energy efficient homes. The 24 homes to be delivered at Broadlea Street, Bramley designed to the Leeds Standard will therefore assist in reducing fuel poverty for tenants of the new homes.

- **Actions**

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

As part of the design process for Broadlea Street, Bramley the impact on existing communities and neighbourhoods and on the potential new tenants was considered prior to submitting a planning application. This included working with local ward members in developing the designs to ensure they meet local housing need, and by presenting scheme proposals at a local consultation event prior to a planning submission. Where possible (the site allows) the houses have been designed to meet Lifetime Homes requirements to further minimise the requirements for tenants to move should their circumstances change in the future.

As part of the overall CHGP, a Communication Strategy has been developed to ensure that effective communications with key stakeholders on individual scheme proposals are maintained throughout the programme and is subject to ongoing review. Recommendations from this strategy will be utilised to inform the need for any further key stakeholder communication/ consultation in respect of the new council housing to be delivered at Broadlea Street. This will include, as a minimum regular briefings to local ward members and neighbouring residents until the completion of the scheme. The appointed contractor will also ensure regular updates via newsletters and drop in sessions to ensure the local community are updated on the scheme and the impact of the development is kept to a minimal for existing residents close to the site.

The delivery of 24 new council homes at Broadlea Street, will also provide additional employment and training opportunities for local people managed via the construction contract.

**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: Housing Growth	5 July 2016

### 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.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	