

# Equality, Diversity, Cohesion and Integration Impact Assessment



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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

<b>Directorate:</b> Housing Leeds	<b>Service area:</b> Lettings & Tenancy Management
<b>Lead person:</b> Beenash Mohay	<b>Contact number:</b> 07712 216962
<b>Date of the equality, diversity, cohesion and integration impact assessment:</b> May 2017	

**1. Title:**

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Is this a:

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

**If other, please specify**

## 2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Beenash Mohay	LCC	Neighbourhood Services Officer
Kathryn Bramall	LCC	Housing Manager
Michael Rose	Connect Housing	Lettings and Leasehold Manager

<b>3. Summary of strategy, policy, service or function that was assessed:</b>
New Local Lettings Plan (LLP) for the development at Boggart Hill Road, Boggart Hill, Seacroft managed by Connect Housing.

<b>4. Scope of the equality, diversity, cohesion and integration impact assessment</b> (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)
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<b>4a. Strategy, policy or plan</b> (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input checked="" type="checkbox"/>
<b>Please provide detail:</b>	

<b>4b. Service, function, event</b> please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
<b>Please provide detail:</b>	

<b>5. Fact finding – what do we already know</b> Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception
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surveys, equality monitoring and customer/ staff feedback.

(priority should be given to equality, diversity, cohesion and integration related information)

- Monitoring of lettings e.g. profile of members of the Leeds Homes Register by equality groups, lettings outcomes, data on overcrowded households
- Allocation of accommodation: guidance for local housing authorities in England, Department for Communities and Local Government, updated 31 December 2013 – this guidance assists local authorities to take advantage of the provisions in the Localism Act 2011 and make use of the existing flexibilities within the allocation legislation.
- Demand for Social Housing in Leeds, June 2007, Outside Research and Development, page 168.
- Social housing allocation and immigrant communities, Migration, Equalities and Citizenship Team, ippr, Equality and Human Rights Commission, Spring 2009.
- National research on satisfaction with lettings undertaken in 2009: Attitudes to housing
- Findings from Ipsos MORI Public Affairs Monitor Omnibus Survey (England), Department for Communities and Local Government, July 2009.
- Localism Act 2011, investment in community cohesion and delivery of local priorities
- Equality Act 2010 and amendment 2012 impact of age restricted lettings policies Welfare Reform Act 2012, impact

**Are there any gaps in equality and diversity information**

**Please provide detail: Please provide detail:**

Information on equality held on the Leeds Homes Register is not 100% complete, for example, there are around 5% of applications where the ethnicity of the main applicant is not recorded. However, this number has decreased following the introduction of an enhanced application registration system which makes this a mandatory field.

**Action required:** Equality information is captured on CORE returns and LCC is looking at changes to registration with new ICT provider.

**6. Wider involvement – have you involved groups of people who are most likely to be affected or interested**

Yes

No

**Please provide detail:**

**Action required:**

**7. Who may be affected by this activity?**

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

**Equality characteristics**

**Age**

**Carers**

**Disability**

**Gender reassignment**

**Race**

**Religion  
or Belief**

**Sex (male or female)**

**Sexual orientation**

**Other**

(**Other** can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

**Please specify:**

### Stakeholders

**Services users**

**Employees**

**Trade Unions**

**Partners**

**Members**

**Suppliers**

**Other please specify**

### Potential barriers.

**Built environment**

**Location of premises and services**

**Information  
and communication**

**Customer care**

**Timing**

**Stereotypes and assumptions**

**Cost**

**Consultation and involvement**

**Financial exclusion**

**Employment and training**

**specific barriers to the strategy, policy, services or function**

**Please specify**

- Demand for social housing outstrips supply. Preference categories favour some customers over others, which may create the perception that the policy is unfair.

- The properties are advertised through the choice based letting system, which may not make sufficient information about preference categories and exceptions readily available to customers, particularly those that have trouble engaging with CBL.
- The number of preference categories may be confusing for customers, particularly those with vulnerabilities.

**8. Positive and negative impact**

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

**8a. Positive impact:**

Connect are developing 10 new highly energy efficient 2 bedroom homes to be let at affordable rents to local people from the Housing Register. Criteria for selection / preference are outlined in the proposed LLP.

The development is an affordable rented scheme based on the 80% of the market rent for that area. It is therefore imperative that applicants can afford to live in these properties and that Connect support incoming tenants.

Connect are creating sustainable communities across Leeds therefore it is important to ensure a mix of clients. This will include checks on the conduct of the customer's previous tenancy, including rent payment and any antisocial behaviour.

**Action required:**

Rent information to be including in property adverts  
 Connect to conduct financial affordability assessments with all applicant to ensure that they can afford the rents prior to offers being made

**8b. Negative impact:**

People who are reliant of housing benefits may struggle to access this type of housing as the rents exceed the local housing allowance.

**Action required:**

Connect will ensure that all applicants know of what benefits they may be eligible for and will work with all applicants so that all costs and clearly advertised and known.

**9. Will this activity promote strong and positive relationships between the groups/communities identified?**

**Yes**
 **No**

**Please provide detail:**

The method of identifying prospective tenants and allocating homes on this scheme will help foster positive community relationships amongst residents as they learn how to get the best energy efficiency benefits from their homes.

**Action required:**

Connect will ensure pre allocation checks are conducted and may make home visits to prospective tenants prior to offers

**10. Does this activity bring groups/communities into increased contact with each other?** (e.g. in schools, neighbourhood, workplace)

Yes

No

**Please provide detail:**

This type of scheme will attract customers from across the area who wish to live in the new build homes.

**Action required:**

None.

**11. Could this activity be perceived as benefiting one group at the expense of another?** (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

**Please provide detail:**

- As above, demand for social housing outstrips supply. Preference categories favour some customers over others, which may create the perception that the policy is unfair.

**Action required:**

Properties to be advertised with clear lettings criteria  
Monitor lettings outcomes

## 12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
Equality information is captured on CORE returns and LCC is looking at changes to registration with new ICT provider.	Ongoing; at sign up and when reporting back on nominations	CORE Forms and Nominations report	Michael Rose / Dipa Mistry
Rent information to be including in property adverts. Connect to conduct financial affordability assessments with all applicant to ensure that they can afford the rents prior to offers being made.	May 2017 onwards	Property Adverts, CBL Adverts and Connect Affordability Assessment forms	Michael Rose / Dipa Mistry
Connect will ensure that all applicants know of what benefits they may be eligible for and will work with all applicants so that all costs and clearly advertised and known.	May 2017 onwards	Connect Affordability Assessment forms	Michael Rose / Dipa Mistry
Connect will ensure pre allocation checks are conducted and may make home visits to prospective tenants prior to offers.	May 2017 onwards	Pre allocation and vetting spreadsheet	Michael Rose / Dipa Mistry
CBL adverts to include full details of property features and rent to attract interest.	May 2017 onwards	CBL Adverts	Beenash Mohay
Properties to be advertised with clear lettings criteria. Monitor lettings outcomes.	May 2017 onwards	CBL Adverts and Nominations report	Michael Rose / Dipa Mistry

**13. Governance, ownership and approval**

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Kath Bramall	Housing Manager	10 May 2017
<b>Date impact assessment completed</b>		

**14. Monitoring progress for equality, diversity, cohesion and integration actions** (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board  
Please specify which board
- Other (please specify)

**15. 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 impact assessment 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 impact assessments that are not to be published should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk) for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: