

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

Directorate: Environment and Housing	Service area: Housing Management
Lead person: Kath Bramall	Contact number: 07712 216961
Date of the equality, diversity, cohesion and integration impact assessment: 6/6/17	

1. Title: Extension of new build local lettings policies for PFI and Council House Growth Programme

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
Kath Bramall	Leeds City Council	Housing Manager

3. Summary of strategy, policy, service or function that was assessed:

This report outlines the framework for the extension of the Local Lettings Policies developed for the new build homes delivered through the PFI and Council House Growth Programme scheme.

The initial phase of lettings has been completed and the policy will apply to any relets.

4. Scope of the equality, diversity, cohesion and integration impact assessment

(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input checked="" 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 type="checkbox"/>
Please provide detail: Extension of Local Lettings Policy for relets of new build homes in Beeston Hill and Holbeck and Little London PFI, Bramley, East End Park, Gipton and Swarcliffe	

4b. Service, function, event 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"/>
Please provide detail:	

5. Fact finding – what do we already know 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 surveys, equality monitoring and customer/ staff feedback. (priority should be given to equality, diversity, cohesion and integration related information)
<ul style="list-style-type: none"> • information held on the Leeds Homes Register on demand for social housing • previous consultation on the initial local lettings policies • outcome of initial lettings made at first let
Are there any gaps in equality and diversity information Please provide detail:
Action required:

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

Yes

No

Please provide detail:

The council consulted with local Ward members and the local community in developing the proposals for the initial local lettings policies. This included a mailshot being sent to local residents and customers on the waiting list, survey questionnaire being handed over at the local housing office. People who responded to the consultation were asked to provide information about their background.

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

(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

Please specify:

People who are unable to meet the criteria for all the preference categories:

- people with no local connection to the specified Ward area
- people without an excellent tenancy record, including vulnerable customers with unmet support needs
- people who do not fall into any of the other preference groups.

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

specific barriers to the strategy, policy, services or function

Please specify

- The demand for the new properties has been very high, meaning the council's local lettings policy will determine which households are offered accommodation.
- The properties have been advertised through the Leeds Homes choice based letting system, and some customers may face barriers accessing information about the properties.

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:

The local lettings policies give preference to tenants and residents who have a good tenancy record, taking into account any rent arrears, the condition of the property and any antisocial behaviour. This has resulted in the new schemes being sustainable and has contributed towards community cohesion and integration. Area housing teams have reported reduced rent arrears and antisocial behaviour in the new schemes.

The local lettings policies give preference to customers with a local connection to the specified ward. This has benefited people living or working, or with close family living in the area and contributes towards community cohesion and integration.

The local lettings policies give preference to customers in employment or people undertaking recognised vocation for a key worker profession, which assists working households to access affordable housing, and support the local economy.

The local lettings policies give preference to overcrowded households, who are more likely to come from BME communities. They also give preference to under occupying households and households living at height with dependent children to move to houses. Tenants who moved into the new homes freed up social housing by moving from another council or housing association property, which became available to let to other customers on the housing register.

The local lettings policies give preference to disabled people who needed a property, where a suitable match can be identified prior to handover.

Finally, the local lettings policies give preference to members and former members of HM Armed Forces who face barriers in accessing appropriate accommodation, and can have difficulty in establishing a local connection due to their service.

Housing Leeds proposes to extend the initial local lettings policies until the end of March 2018. The policies will continue to apply for any new build properties that are relet.

Action required:

- Leeds City Council to monitor lettings outcomes

8b. Negative impact:

The LLP gives preference to customers with a local connection which disadvantages customers with and urgent housing need and no local connection to the area.

The LLP gives preference to customers with a good tenancy record which may disadvantage customers who have accrued arrears or committed anti-social behaviour due to unmet support needs.

Action required:

The local connection definition is wide enough to encompass residence, employment, family and other reasons. To mitigate any adverse equality impacts, where a customer tops the shortlist the council has the discretion to waive the local connection requirement in exceptional circumstances where undue hardship would otherwise arise.

In exceptional circumstances, where a customer who cannot demonstrate an excellent tenancy record tops the shortlist the council may waive the requirement for an excellent tenancy record. In addition, the council will also consider whether the breach has arisen because the customer required a support package.

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

Yes
 No

Please provide detail:

Under the local lettings policy, tenants and applicants will have to demonstrate a good tenancy record and a local connection to the ward area. This will contribute towards community cohesion and sustainable tenancies, increase tenant satisfaction, reduce turnover and help create a balanced community.

Action required:

The council will monitor the outcome of lettings.

10. Does this activity bring groups/communities into increased contact with each

other? (e.g. in schools, neighbourhood, workplace)
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please provide detail: See point 9 above.
Action required:

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)
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Please provide detail: The demand for any relets of the new properties is likely to outstrip the supply, meaning the council's local lettings policy will determine which households are offered accommodation. Customers who do not receive preference may perceive the LLP to be unfair.
Action required: The local connection definition is wide enough to encompass residence, employment and family. To mitigate any adverse impacts, the council may waive the LCC tenancy, good tenancy record and local connection requirements in exceptional circumstances where undue hardship would otherwise result. LCC to ensure that new properties are publicised and that the property adverts in the Leeds Homes website and flyer include clear details about the LLP criteria.

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
Leeds City Council to monitor lettings outcomes	Ongoing	Review lettings outcomes	Leeds Homes
To mitigate any adverse equality impacts, the council has the discretion to waive the requirement to be a council tenant in exceptional circumstances where undue hardship would otherwise result.	As properties are offered	LCC to consider whether exemptions apply to customers in the order they appear on the shortlist	Lettings Teams
In exceptional circumstances, customers with minor tenancy breaches who have demonstrated a change in behaviour to be exempted from the requirement for an excellent tenancy record . In addition, the council will also consider whether the breach has arisen because the customer required a support package.	As properties are offered	LCC to consider whether exemptions apply to customers in the order they appear on the shortlist	Lettings Teams
To mitigate any adverse equality impacts, the council	As properties are offered	LCC to consider whether exemptions apply to customers	Lettings Teams

Action	Timescale	Measure	Lead person
has the discretion to waive the local connection requirement in exceptional circumstances where undue hardship would otherwise result.		in the order they appear on the shortlist	
LCC to ensure that new properties are publicised and that the property adverts in the Leeds Homes website and flyer include clear details about the LLP criteria.	Ongoing	Demand for relets from customers in preference groups	Leeds Homes

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	12/6/17

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

This Equality, Diversity, Cohesion and Integration impact assessment will act as evidence that due regard to equality and diversity has been given.

If this impact assessment 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** Equality and Diversity, Cohesion and Integration impact assessment's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date impact assessment completed

If relates to a Key Decision – **date sent to Corporate Governance**

Any other decision – **date sent to Equality Team (equalityteam@leeds.gov.uk)**