

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: Resources and Housing	Service area: Housing Leeds – Housing Management
Lead person: Rob McCartney	Contact number: 3789728

1. Title: Housing Support Additional Posts

Is this a:

Strategy / Policy
 Service / Function
 Other

If other, please specify

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

Create additional posts in Housing Support service funded through Flexible Homeless Support Grant.

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?	✓	
Have there been or likely to be any public concerns about the policy or proposal?	✓	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		✓
Could the proposal affect our workforce or employment practices?	✓	
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 	✓	

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).

A) 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 – see Ai below) with those likely to be affected)

Being homeless is one of the most prominent indicators of social exclusion and disadvantage. Homelessness manifests in a number of ways including sleeping rough, sofa surfing with family or friends and being subject to domestic violence, abuse or other forms of hate crime in one's own home. Homelessness disproportionately affects the most disadvantaged in society such as the young, BME households and those with life limiting disability or illness. The Council's focus has been to maximise homeless prevention by assisting people to either stay in their existing homes or to make a planned move to alternative accommodation before a crisis situation ensues. Preventative work has been targeted at the main causes of homelessness in the city: specifically domestic violence, young people having relationship breakdowns with parents and loss of insecure accommodation such as that with family and friends. Preventative work has also focused on increasing available housing options such as helping people to access decent, well managed private rented accommodation.

The preventative agenda has been expanded with a recognition that increasing our capacity to inspect poor quality private rented housing/take appropriate action against rogue landlords constitutes preventative work. The licensing of all private rented properties in areas of high concentrations of poor housing/landlordism is also preventative work. The same applies to assisting disabled people to access the accommodation that they need to meet their accessibility needs.

Rough Sleeping is the most overt form of homelessness and the life indicators of rough sleeping, including health and well-being and life expectancy, are very low. The proposals set out how we can best help bring people off the streets and make the best of their lives.

Children who are homeless are less likely to achieve at school, prosper in their lives and more likely to become homeless themselves when they become adults. The preventative agenda aims to break the cycle of homelessness for families and their children.

Ai) Is the consultation /engagement listed on Talking Point?

Yes

No If no, please give reason

B) 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 proposals set out in the report will better enable the Council to prevent homelessness and to tackle the plethora of disadvantage and exclusion caused by

homelessness.

C) Actions

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

Measure the effectiveness of preventative measures through a range of indicators:

Number of homeless preventions achieved

Number of households in temporary accommodation

Number of homeless children in bed and breakfast accommodation

Number of rough sleepers

Number of housing inspections carried out

Number of people benefitting from housing inspection

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
Jill Wildman	Chief Housing Officer – Housing Management	23/05/2017

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.

Date screening completed

Date sent to Equality Team

Date published

(To be completed by the Equality Team)

