

# 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: Resources and Housing</b>	<b>Service area: Housing Leeds – Housing Management</b>
<b>Lead person: Rob McCartney</b>	<b>Contact number: 3789728</b>

**1. Title: Discretionary Licensing**

Is this a:

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

**If other, please specify**

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

**Establishing a project team to develop a discretionary licensing proposal with the cost being covered through Flexible Homelessness 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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	✓	

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)

The proposals set out in the report to develop a discretionary licensing proposal will better enable the Council to regulate poor standards of private rented accommodation and landlordism. The positive consequence of this action will be to improve the housing experience of many people and will generate a range of accompanying health and wellbeing benefits.

The most socially disadvantaged and excluded members of society, including those living in poverty/not in employment/BME households/young people/those with limiting illnesses or conditions/formerly homeless people, are disproportionately likely to be concentrated in poor standards of private rented accommodation. Poor standards of housing will disproportionately impact, against a range of health and wellbeing indicators, upon the most socially disadvantaged and excluded. Such groups are less likely to be able to hold their landlord to account/oblige them to improve the housing offer. For example many vulnerable tenants are reluctant to complain about outstanding repairs/poor conditions because they fear that their landlord will serve them a notice to quit.

Discretionary licensing will mean that all private rented properties located within a specific area will need to be licenced with the landlord having to pay a licence fee to operate as a landlord within that area. This will enable the Council to have a better understanding as to which landlords are operating in the specific area and the fee income can be used to cover the cost of property inspection and enforcement action. This will lead to improvements in property condition and landlordism.

The cost of developing the business case will be covered through Flexible Homelessness Support Grant. There are direct benefits to tackling homelessness from introducing discretionary licensing. Loss of assured shorthold tenancies is a major cause of homelessness and such homelessness is often caused by poor practice by unscrupulous landlords. Decent private rented accommodation is a viable housing option to end a homeless situation.

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

Yes

No  If no, please give reason

Consultation with affected landlords will be carried out as part of the business case development.

**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)

Developing a business case to introduce discretionary licensing is a viable and proportionate option to tackle poor standards of private rented accommodation and landlordism. The result of this action will be to improve the housing options for many socially disadvantaged and excluded people.

**C) Actions**

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

Establish a project team to develop the business case.

**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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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**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.

<b>Date screening completed</b>	
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<b>Date sent to Equality Team</b>	
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<b>Date published</b>	
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(To be completed by the Equality Team)