

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: Environment and Housing	Service area: Housing Growth Team
Lead person: Daniel Callaghan	Contact number: 3787727

1. Title: Shared Ownership Affordable Housing Programme (SOAHP) Grant Agreement

Is this a:

Strategy / Policy
 Service / Function
 Other

If other, please specify

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

Shared Ownership Affordable Housing Programme (SOAHP) Grant Agreement

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"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	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)

The SOAHP funding will be used to support mixed tenure delivery of future general needs housing and Extra Care provision through the Council Housing Growth schemes. Purchasers will have the opportunity to acquire shares between 25-75% and purchase additional shares up to the full 100% ownership.

Such mixed tenure developments, which offers a range of housing (shared ownership, rent, sale), all built to a similar specification, can bring together a range of social groups from a variety of backgrounds to create sustainable communities where all residents will benefit from high living standards.

Futhermore, the design and type of housing to be delivered 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.

- **Actions**

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

LCC will be using intelligence received from Help to Buy NEYH to target buyers wanting to move into affordable home ownership in the city.

Help to Buy NEYH will also support the Council to market the properties and identify potential buyers through traditional methods of marketing such as site sign boards and the Right Move and Help to Buy websites and online tools such as social media and blogs in order to help reach a wider audience. In advance of the properties being marketed, Help to Buy will also advertise a 'coming soon' feature on their website and will make direct contact with applicants on their database who are applicable. Furthermore, the properties will be advertised in the weekly Leeds Housing Register magazine and people who reside in privately rented accommodation that want to move into home ownership.

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 new housing delivered through the Council Housing Growth Programme. This will include, as a minimum regular briefings to local ward members and neighbouring residents until the completion of the schemes. The appointed contractors will also ensure regular updates via newsletters and drop in sessions to ensure the local communities are updated and the impact of the developments are kept to a minimal for existing residents close to the site.

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

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. For record keeping purposes it will be kept on file (but not published).

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