

# 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: Environment and Housing</b>	<b>Service area: Property and Contracts</b>
<b>Lead person: Thuja Phillips</b>	<b>Contact number: 3781084</b>

**1. Title: Request to suspect lettings, remove from charge and demolish garages and declare land surplus at G1-6 and G13 to G24 Birch Drive Garage Site, Leeds, LS25 7DX**

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify  
Administrative**

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

**Demolition of 18 garages, 10 of which are empty and 8 rented, is required to open up potential for new housing to be developed (2-3 adapted properties for people with additional needs and or disabilities). The majority of garages have are in a poor state of repair and are attracting anti-social behaviour. Demolition is supported by the local community and Ward Members.**

**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. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

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?		
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>	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)**

City Development would like to progress the site in question for the development of 2-3 lifetime home properties for people who are on a waiting list for adapted properties within the area who have disabilities or additional needs. This could be seen as an advancement in equality of opportunity and will hopefully mean that the beneficiaries of the housing will be able to enjoy good quality housing which is adapted to suit their

individual needs.

The garages in their current state attract anti social behaviour in respect of some vandalism and fly tipping. Their removal would address resident concerns about community safety which will impact positively on cohesion.

Consultation with the residents currently using the garages and residents who are adjacent to the site has been undertaken and their comments taken into consideration in the preparation of the report and recommendation to demolish.

- **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 development of adapted properties would have a positive impact on the lives of people living with long term health conditions and their carers in terms of ensuring that the property is designed specifically with an individual's needs in mind, therefore helping them live more easily with their condition. The properties will be designed to the Leeds Standard.

Creation of new homes in the area increases opportunity for new residents to integrate within the local community and have access to local facilities, services and community networks for support.

- **Actions**

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

**The new homes will be targeted to families meeting the criteria for housing need. The development of new homes at this location will be subject to the usual planning application process which offers opportunity for comment from the local community in regard to any concerns about the development.**

**Anyone displaced from renting a garage currently can be offered alternative locations in the area which will help to consolidate tenancies at those garage sites.**

**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
Thuja Phillips	Senior Project Officer	19 <sup>th</sup> July 2017
<b>Date screening completed</b>		

**7. 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 screening 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 screenings 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 screening 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: