

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 Options Structure Change		
Is this a:		
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Please provide a brief description of what you are screening
<p>Approve the transfer of the Youth Mediator post holder onto Leeds City Council terms and conditions as a Housing Advisor (Young People) with the post graded at C3</p> <p>Delete the second Youth Mediator post and use the released funding to create an additional Independent Living Officer</p>

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)

The re-grading of these two officers is to carry out specific work to assist homeless households to move from temporary into longer-term, settled accommodation.

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 including youth homelessness. Youth mediation, helping people to reconcile differences with parents and guardians, so that they can return home on an indefinite basis and/or then leave home in a planned way is a key element of our youth homelessness prevention approach.

Helping disabled people to move to suitable accessible accommodation is a key part of the Council's approach to helping disabled people to live independently and to exercise choice and control over their lives. The post of Independent Living Officer carries out medical re-housing assessments to award priority for re-housing and recommendations for the type of adapted housing required. The post holder also assists disabled applicants to bid for housing recognising that many disabled people struggle to contend with the sometimes complex system of allocating adapted housing.

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 proposal to formalise the post of Housing Advisor (Young People) as a Leeds City post on Council terms and conditions is positive for the officer and also affirms the importance of youth mediation as part of the Council's overall homeless prevention approach.

The creation of an additional Independent Living Officer will enhance the Council's ability to help disabled people to secure suitable accessible accommodation, to promote their capacity to live independently and to exercise choice and control over their lives.

C) Actions

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

Measure the effectiveness of this measure by:

Number of youth mediation homeless preventions achieved

Number of medical re-housing assessments carried out within 20 days

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	11/12/2017

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)	
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