

## 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:</b> <b>Statutory Housing Services</b>
<b>Lead person:</b> <b>Kerrie Murray</b>	<b>Contact number: 2243480</b>

### 1. Title: Kidacre Park, Gypsy and Traveller Site

Is this a:



**Strategy / Policy**



**Service / Function**



**Other**

**If other, please specify**

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

**The council has built Kidacre Park for the Gypsy and Traveller community to support the unmet housing need of this BME group within the city.**

**Kidacre Park will be ready for occupation in February 2018, families will be formally allocated a space through a Local Lettings Policy. The Local Lettings Policy was developed to ensure that the preference for letting safeguarded those families with an unmet housing need and Local Connection to Leeds.**

**The council has reviewed the existing Tenancy Agreement used at the Cottingley Springs Site. This is in response to changing legislation, operational practice and to concerns raised by tenants in customer surveys. It is also an opportunity to significantly change the format and layout of the**

agreement to make it more user-friendly.

The revision of the existing Tenancy Agreement for Gypsy and Travellers sets out the respective rights and responsibilities of council tenants and Leeds City Council in its role as a social landlord. The Tenancy Agreement is a legal contract between the two parties.

To meet the criteria of the grant funding from the HCA (Homes and Community Agency) we have set the rents in line with the Affordable Housing Scheme set at 20% less than the market value for Gypsy and Traveller accommodation elsewhere in the city.

### 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)

**Gypsies and Travellers are defined ethnic minority groups who have a cultural tradition of nomadic and caravan based living. There is no legal duty on the Council to provide pitch based accommodation for Gypsies and Travellers. The Council does have a legal duty to consider and make reasonable housing provision for Gypsies and Travellers. The Council also has a legal duty to promote equality and harmony between Gypsies and Travellers and the settled community.**

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

Yes ☐

No ☒ If no, please give reason

**Officers will continue to carry out specific face to face consultation with Gypsies and Travellers and advocacy services in relation to the ongoing site sustainability of Kidacre Park.**

##### **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)

**Kidacre Park being built assists to reduce the number of pitches required within the Core Strategy for Gypsy and Travellers.**

##### **C) Actions**

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

**Kidacre Park has been built in a consultative way that promotes harmonious relations between Gypsies and Travellers and settled communities. It is believed that sufficient regard has been given to equality, diversity, cohesion and integration considerations in relation to these proposals.**

**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

## **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>	09/02/2018
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<b>Date sent to Equality Team</b>	09/02/2018
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<b>Date published</b>	
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(To be completed by the Equality Team)