

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: Regeneration Programmes	Service area: Housing Investment Team
Lead person: Becci Erbillur-Gray	Contact number: 39 50502

1. Title: Council Housing Growth Programme

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify:

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

The aim of the programme is to invest additional resources in social housing, utilising Housing Revenue Account funding and Right to Buy receipts to deliver a programme of council housing through new build and bringing empty homes back into use as council housing.

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? <i>(please see comments under 'Action' section below)</i>		√
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 	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).
<ul style="list-style-type: none"> • 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) <p>The programme to develop new council housing and add to the stock of council housing through the acquisition of existing properties will respond to the priorities set out in the City's Priority Plan and informed by current and predicted demand.</p> <p>The Executive Board report provides background information and sets out details of the programme. The delivery of affordable housing through this programme could have positive implications for equality groups who are economically disadvantaged.</p> <p>As the programme enters its implementation phases, there will be opportunities to involve</p>

communities in development-specific decision-making, through neighbourhood based or statutory planning processes. Project delivery will require those processes to be undertaken with equality principles in place, taking note of local demographics and informed by neighbourhood intelligence via tasking groups and other networks.

Opportunities to create mixed economies in localities will be sought and the impact of integrating into disadvantaged host communities evaluated.

Equality populations are made aware of opportunities to access affordable housing through support agencies, private sector agents and community and faith organisations who can assist and ensure that promotional materials are appropriate, with community languages available on request.

Many of the Council owned brownfield sites will be considered for consideration for delivery of this programme and are located in some of the most disadvantaged areas of the city and the programme provides a solution with positive impact to the wider neighbourhood. It is envisaged that ensuring integration with existing communities at planning, implementation and post implementation stages will mitigate any potential negative impact on neighbourhood cohesion.

- **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 main outcomes are the delivery of affordable housing through this programme could have positive implications for equality groups who are economically disadvantaged.

- **Actions**

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

As part of the overall programme project specific EIA screening assessment forms will be completed to ascertain the equality, diversity, cohesion and integration impact for each project area.

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:	n/a
Date to complete your impact assessment	n/a
Lead person for your impact assessment (Include name and job title)	n/a

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Maggie Gjessing	Housing Investment Manager	17 June 2013

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	17 June 2013
If relates to a Key Decision - date sent to Corporate Governance	18 June 2013
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	n/a