

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: City Development	Service area: Policy & Plans
Lead person: David Feeney	Contact number: 01133787660

1. Title: Department of Communities & Local Government (DCLG) – Housing White Paper

Is this a:

☒

Strategy / Policy

☐

Service / Function

☐

Other

If other, please specify

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

Department of Communities & Local Government (DCLG) – Housing White Paper

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	

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)

Equality characteristics to consider

Age Carers Disability Gender reassignment Marriage and civil partnership Pregnancy and maternity
Race Religion or belief Sex Sexual orientation

Other excluded communities – for example, people who are excluded because of: socio-economic status, social class, income, unemployment, residential location or family background, education or skills levels.

A useful way of mapping inequalities and defining priorities:

- Longevity, including avoiding premature mortality.
- Physical security, including freedom from violence and physical and sexual abuse.
- Health, including both well-being and access to high quality healthcare.
- Education, including both being able to be creative, to acquire skills and qualifications and having

access to training and life-long learning.

- Standard of living, including being able to live with independence and security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport.
 - Productive and valued activities, such as access to employment, a positive experience in the workplace, work/life balance, and being able to care for others.
 - Individual, family and social life, including self-development, having independence and equality in relationships and marriage.
 - Participation, influence and voice, including participation in decision-making and democratic life.
 - Identity, expression and self-respect, including freedom of belief and religion.
- Legal security, including equality and non-discrimination before the law and equal treatment within the criminal justice system.

The Housing White Paper (HWP), is a very high level 'policy document', which is seeking to tackle what DCLG describe as, '*fixing the broken housing market*'. Because of this, the document talks in very general terms about the importance of housing needs and the need to gain access to the housing market, rather than making any specific or detailed proposals about equality, diversity, cohesion and integration issues. Within this context the HWP goes on to identify a series of interventions and actions, aimed at 'fixing the broken housing market'. These include the role of the Planning system, how Objectively Assessed Housing Needs might be assessed and improvement measures to monitor performance and delivery.

The strategic intent and analysis set out in the HWP is to seek to address the inadequacies of the housing market, to enable housing needs to be more effectively met. Whilst the City Council broadly accepts the analysis regarding the problems associated with the housing market (and the over reliance on the volume housebuilders), the Council does not consider that the proposals set out in the HWP, go sufficiently far enough to remedy the fundamental issues being experienced.

As emphasised above, the HWP is set at a very high level and as a consequence it will be for local action, including via local authorities to deliver any changes (to legislation, monitoring etc.) once in place. Within this context, through a series of on-going commitments and initiatives agreed via Executive Board, the City Council has for many years has to intervened in the housing market, as a basis to bring forward brownfield land in sustainable locations and to boost housing supply as a basis to meet the full range of housing needs across the District. These actions have been subject to previous EIAs and in the case of the Development Plan (Core Strategy, Aire Valley Leeds Area Action Plan and Site Allocations Plan); have been subject to a comprehensive sustainability appraisal – which incorporates a range of social and inclusion objectives. These in turn reflect issues relating to equality, diversity, cohesion and integration, through specific planning policies and land allocations.

- **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 HWP is a high level document, which aims to changes the housing market via a series of interventions. These include further reforms to the planning system and seeking to improve the speed of housing delivery. Within this context, the City Council accepts the HWP's view that housing growth and delivery needs to be plan-led but that

this forms part of a much broader range of measures which are needed to addressing the cited failings of the housing market.

A key finding of the HWP is the need to build more homes more quickly, improve the affordability of housing and to improve the diversity of the housing market. These are key issues in Leeds and through the City Council's planning framework and Best Council Plan, steps are being taken to address these issues. These efforts need to be strengthened by the HWP and in the Council's view, greater step changes are needed by Central Government to address these as a matter of urgency.

Leeds current has an adopted Core Strategy (2014), with the Aire Valley Leeds Area Action Plan (AVLAAP) at examination and the Site Allocations Plan (SAP) approved by Council for submission to the Secretary of State for independent examination. The City Council is therefore taking a plan-led approach. This is complemented by the work of the Housing Growth Board and the identification of Housing as a corporate commitment as a Breakthrough project.

The focus of this activity is to the deliver the homes that Leeds needs, at a community level, whilst respecting the identity and characteristics of different parts of the City. Providing homes is a basic human need and the Council is concerned that there are major issues of affordability, deliverability, the need to build a variety of housing types and also meet the specific needs of an aging population.

- **Actions**

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

In reflecting the overall ambitions of the HWP and the delivery of subsequent actions and responsibilities, the City Council will need to continue to give due regard to all the equality characteristics. This will need to include those responsibilities which fall to the planning process to take forward.

In terms of the current position and approach the City Council's plan-led approach is taking positive action now and seeking to reduce negative impacts. In meeting housing needs via the planning process, the following points refer to specific equality groups as examples of actions.

Age

The adopted Core Strategy sets the overall context for identifying the scale and distribution of housing regeneration and growth across the District to meet objectively assessed housing needs. In the AVLAAP and SAP, a number of sites had been suggested as suitable for older people's housing/ independent living. However, where these are in areas of high flood risk then a modification has been suggested to remove the reference. This reflects the fact that older people may be regarded as particularly vulnerable to flood risk, in terms of their mobility for safe access and egress during times of flood but also in terms of their ability to recover quickly from flooding if it does occur.

Low income

The Core Strategy and Allocations plan through the promotion of job opportunities is seeking to address issues of deprivation and inequality. Policies for Transport and infrastructure are also seeking to improve accessibility between where people live and access to employment.

Consultation

Development Plans are subject to several stages of public consultation, to seek communities views in shaping the Plans. Consultation is undertaken in accordance to the criteria in the Council's Statement of Community Involvement (SCI). Through plan making it is considered that negative impacts can be and have been mitigated, but that any lessons learnt in this regard as a result of early stages of consultation will be applied to the later stages.

Representations received as part of the consultation process have been taken into account under the statutory process and where relevant proposed changes have been discussed with representors to achieve a better level of consensus.

Review

Once adopted, Development Plans (and housing delivery) will be subject to an annual review through the Authority Monitoring Report (AMR). The AMR will use a series of indicators to determine whether the Plan is being implemented appropriately in delivering its objectives and seek to identify if it is having its intended effect. The AMR offers an opportunity to gauge whether the Plan (and other documents in the LDF e.g. the Core Strategy) is being implemented appropriately and that the anticipated effect of implementation is being achieved. This framework has the potential to monitor some of the outputs described in the HWP, to help drive delivery.

A key strategic and development priority for Leeds, is to identify the key regeneration projects, which have beneficial effects on equality in terms of tackling deprivation and job creation, and so have particular benefits for those on lower incomes and the young. The HWP is broadly helpful in supporting these initiatives and priorities but in the Council's view needs to go further in identifying incentives for brownfield land and in ensuring that new homes with a planning permission are completed.

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
Nasreen Yunis	Principle Planner	4 th April 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.

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	4 th April 2017
If relates to a Key Decision - date sent to Corporate Governance	6 th April 2017
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	