

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 & Housing	Service area: Property & Contracts
Lead person: Mark Denton	Contact number: 07891 278062

1. Title: Council Housing Growth Programme:
 Delivery of New General Needs Council Homes for Social Rent

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The Housing Growth Programme is currently considering options for the delivery of c360 new build Council homes across 7 sites in Leeds over the period 2019-22.

The proposed new schemes will have a total value in the region of £55 million. The intention is to offer all of these new homes for social rent.

The Council is leading the drive to meet the overarching housing requirements set out in the Core Strategy and is also seeking to ensure growth which meets needs and provides choice, particularly for people on low incomes, as highlighted through the Core Strategy requirement for Affordable Housing provision.

Housing has been identified as one of the Best City priorities and this programme will directly support the following priorities;

- Housing of the right quality, type, tenure and affordability in the right places
- Minimising homelessness through a greater focus on prevention
- Tackling fuel poverty

The programme will also directly contribute to the achievement of a number of the key performance indicators the Council will use to measure success including;

- Growth in new homes in Leeds
- Number of affordable homes delivered
- Improved energy and thermal efficiency performance of houses
- Number of households in fuel poverty

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?		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)

In assessing the impact of the proposed programme of new housing on equality, diversity, cohesion and integration the EDCI screening has been informed by a number of key considerations:

Scope of the proposal

- The proposed schemes, if fully approved, would deliver ~360 new general needs housing for social rent on 7 sites across the City.

Who is likely to be affected

- The sites in question were selected due to availability of land, and readiness for development, rather than based on a city wide needs assessment. This is because only sites which were immediately available could be considered due to the timing constraints associated with the available funding.
- However we have engaged housing management to understand how best to utilise these sites in terms of appropriate unit sizes and types to meet local demand.
- As a result of the geographical location of the new homes and the local demographics, and as a result of the fact the new homes will be general housing of certain sizes, rather than extra care or specialist, the new homes will benefit certain equality groups more than others.
- The homes will be offered to tenants for social rent which will have positive implications for equality groups who are economically disadvantaged.
- The specification of the new homes will also contribute to tackling fuel poverty, and improving health and well-being for the tenants.
- A separate programme is delivering extra care housing to meet that specific need in the City.

Equality related information/ gaps in information and plans to address

Housing Management provided the programme with a copy of the **Leeds Homes Annual Performance Management Summary 2017/18** to inform the programme and this equality screening. This report provides a range of demand information from the current Leeds Homes Register including the following (all of these also being split down by area):

- Leeds Housing Register by Housing Needs Group
- Leeds Housing Register by Bedroom Requirements
- Leeds Housing Register by Ethnic Group
- Leeds Housing Register by Nationality

The report also provides a range of information regarding bids made by applicants and lettings split by Housing Needs Group, Bedroom Size, Ethnicity, Nationality and others.

This information has enabled us to define what size and types of units are most suited to these locations, in terms of meeting housing needs.

Going forward, the Council Housing Growth Programme will undertake a city wide needs assessment with support from Housing Management to inform which areas to prioritise for future development, and will seek to facilitate an increase in supply to meet current and predicted localised gaps in provision city wide. This needs based analysis will also include consideration of equality characteristics in the context of housing needs.

Tenure Mix

We know that different localities require different types of tenure mix depending on demography and have taken advice from Housing Management about the most appropriate and most in demand properties to build in these locations to meet locally defined needs.

The new housing is being provided in parts of the city that have low income and health outcomes, and the resident profile in these areas indicates a greater requirement for Social Rented Housing due to lower levels of disposable income and available capital. As such these homes are being offered at social rents.

Design & Ethos

The new homes will comply with all mandatory and statutory requirements and all relevant British Standards and Codes of Practice current at the date of tender. However in addition to this, the Council has also developed the **Leeds Standard** to support the Best Council Plan. This has a strong focus on cutting carbon, improving air quality and tackling fuel poverty among other things, and is intended to ensure all Council new build properties provide excellence and innovation in design, meet current and future demand and supports the wellbeing of Tenants through good use of space and reduced running costs.

Some aspects of the Leeds Standard which are especially relevant here are:

- Our new homes will be designed to be flexible and able to be reconfigured in future if

required to adapt to families' changing needs. For example to easily accommodate adaptations such as through floor lifts, tracking hoists (bedroom to bathroom) stair lifts.

- Design solutions will provide highly energy efficient properties (between 25 – 30% better than current Building Regulations U Values i.e. better insulated walls, floors, ceilings, roof, doors and windows, and efficient space and hot water heating systems. This will help minimise running costs for Tenants and the Council/Landlord, significantly contributing to addressing fuel poverty and broader sustainability agendas.

We far exceed current legislative standards and requirements – our standards exceed current Building Regulations in most areas, we have core strategy policy that that includes EN1 (Carbon reduction) and EN2 (Renewable energy), we apply a range of supplementary design standards such as Secured by Design and we apply principles of Lifetime Homes just to name a few.

Consultation and engagement activities

These proposals have been developed in consultation with the Council's Executive Members for Communities, and Regeneration, Transport and Planning, and have also been shared with relevant local ward members.

Housing management have also been consulted are very supportive.

Once funding is confirmed for each scheme and the decision taken to proceed, a full programme of member and tenant engagement will be delivered by each project.

We will also look to ensure we seek views from residents and minority groups across Leeds through existing channels of consultation and communication.

The new homes will be let via a local lettings policy which will be defined in consultation with local ward members.

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)

- As noted above, these proposals seek to facilitate an increase in appropriate housing supply to meet locally identified gaps in provision in these specific locations.
- As a result of the geographical location of the new homes and the local demographics, and as a result of the fact the new homes will be general housing of certain sizes, rather than extra care or specialist, the new homes will benefit certain equality groups more than others. However no diversion of resources from other equality provision is anticipated.

- The homes will be offered to tenants for social rent which will have positive implications for equality groups who are economically disadvantaged and will help to alleviate housing challenges facing people of all ages, genders and ethnicities.
- The specification of the new homes will also contribute to tackling fuel poverty, and improving health and well-being for the tenants.
- The delivery of the proposed new schemes will provide additional employment and training opportunities for local people managed via the construction contract and will contribute to the regeneration of parts of the city which are currently suffering from underinvestment.
- A separate programme is delivering extra care housing to meet that specific need in the City.

Actions

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

Wider Needs Analysis / Priority Setting

- Going forward, the Council Housing Growth Programme will undertake a city wide needs assessment with support from Housing Management to inform which areas to prioritise for future developments, and will seek to facilitate an increase in supply to meet current and predicted localised gaps in provision city wide. This needs based analysis will also include consideration of equality characteristics in the context of housing needs.

Communications

- The Council Housing Growth Programme Communication Strategy has been developed to facilitate effective communications with all key stakeholders on individual housing schemes throughout their development. Communications will include, as a minimum, regular briefings to local ward members and neighbouring residents until completion. The contractor will also be required to provide regular updates via newsletters and drop in sessions to ensure the local community are updated on the schemes and the impact of the development is kept to a minimum for existing residents close to the site.

Community Engagement

- As part of the design process for all future housing schemes, the impact on existing communities and neighbourhoods and on the potential new tenants will be considered prior to submitting planning applications. This will include working with local ward members in developing the designs to ensure they meet local housing needs, and presenting scheme proposals at local consultation events prior to a planning submission.

Further EDCIs

- Once funding has been confirmed and the individual schemes move into procurement, the project team will undertake project specific EDCI screenings as part of the procurement process, and will deliver action plans that will look in detail at potential EDCI impacts.

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
Mark Denton	Head of Procurement and Contract Management	29 th October 2018
Date screening completed		25 th October 2018

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 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 Governance Services	Date sent: 29 th October 2018
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: