

Equality, Diversity, Cohesion and Integration Impact Assessment



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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Resources and Housing	Service area: Housing Leeds, Property & Contracts / Housing Management
Lead person: Jon Andrews	Contact number: 07712215525
Date of the equality, diversity, cohesion and integration impact assessment: 29/04/2019 – 07/05/2019	

1. Title: To consider the future of the two Highways high rise housing blocks in the Killingbeck area of East Leeds and the impact on local residents.

Is this a:

Strategy /Policy

 Service / Function

 Other

If other, please specify
 The recommendations of this report are being made as part of the project considering the future of the two high rise Highways blocks in the Killingbeck area of east Leeds and the implications on the local residents.

The project will contribute towards the council's housing priorities highlighted in the Best Council Plan, in particular; providing housing of the right quality, type, tenure and in the right places, improve housing quality and standards and improve energy performance in homes, reducing fuel poverty.

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Jon Andrews	Leeds City Council	Manager of service (Planned Works)
Craig Simpson	Leeds City Council	Head Of Strategy & Investment
John Sims	Leeds City Council	Project Manager
Simon McCartney	Leeds City Council	Senior Technical Officer
Angela Marchant	Leeds City Council	Project Officer

3. Summary of strategy, policy, service or function that was assessed:

The council owns and manages the two Highways housing high rise blocks in the Killingbeck area of east Leeds. These are each ten storeys, have a total of 120 homes, and are of Reema Large Panel System (LPS) construction from the early 1960s. The blocks are known to have structural issues and, although they are safe to live in currently, they have exceeded their original design life and require significant investment to bring them up to the standards required by both the council and national guidance.

Residents and Council Officers of the Highways blocks have been kept informed throughout the improvement project since it originally commenced in 2013 and have been consulted at various points.

The Highways project is being funded as part of the Capital Programme budget under the remit of Property & Contracts, with additional strategic and operational input being provided by Housing Management.

An option appraisal (OA) has been undertaken based on four options. The two main options were comprehensive refurbishment of the blocks; and to demolish the blocks and replace them with new council housing. This assessment informs the decision making between these options, as well as ensuring that all EDCI are considered.

Both options to be considered would require the blocks to be vacated and, following approval of the [Highways high rise housing blocks - suspension of lettings, Priority Status award and approval of Home Loss & Disturbance Payment](#) (16/04/19), rehousing of the residents is already underway.

In response to the analysis of the option appraisal, the Director of Resources is requested to:

1. Declare the properties of 62-121 Highways Killingbeck Leeds West Yorkshire LS14 6AS and 1- 61 Highways Killingbeck Leeds West Yorkshire LS14 6AT surplus to requirements;
2. Agree to take out of charge the properties of 62-121 Highways Killingbeck Leeds West Yorkshire LS14 6AS and 1-61 Highways Killingbeck Leeds West Yorkshire LS14 6AT;
3. Agree that the buildings on the site should be safely demolished, creating a clear site for future use;
4. Approve the serving of an initial demolition notice, in line with Housing Act processes, in respect of tenants wishing to exercise their Right to Buy;
5. Agree that the site should be developed as part of the Housing Growth programme, enabling new council housing to be built here in the future; and
6. Note that a separate report will follow from the Council Housing Growth Programme to detail and request approval for the proposed replacement housing scheme.

4. Scope of the equality, diversity, cohesion and integration impact assessment
 (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	<input checked="" type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
Please provide detail: This is not a strategy and policy decision but it will provide the required decision for the outcome of the future of the two Highways high rise blocks as noted in section 1 & 3 of this assessment.	

4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
Please provide detail:	

5. Fact finding – what do we already know Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback. (priority should be given to equality, diversity, cohesion and integration related information)
An option appraisal was undertaken internally which focused on two main options: comprehensive refurbishment of the blocks; and to demolish the blocks and replace them with new council housing.

- A report has been written with the recommendation to demolish the blocks and replace with new council housing. This approach is strongly aligned with the Best Council Plan.
- All residents of the Highways blocks and residents in the maisonettes adjacent to the Highways site, three local Ward Councillors along with the Executive Member for Communities have been consulted and engaged throughout the project.
- Internally, Housing Leeds, Property and Contracts and Housing Management have been working closely together in relation to the future of the Highways.
- If the decision to demolish and rebuild is agreed, the development will have an impact on the surrounding area and a small number of residents adjoining the site.
- Redevelopment and rebuild of the site will have an impact on all EDCI characteristics.

Are there any gaps in equality and diversity information

Please provide detail:

No gaps have been identified in equality and diversity.

Action required:

None specific.

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

No

Please provide detail:

Consultation and engagement

Ward councillors - Three local ward councillors have been closely engaged in the plans over the last few years to improve the blocks, and have been consulted about these decisions and are supportive of the proposals.

Executive Member for Communities - The Executive Member for Communities (Cllr Debra Coupar) has been engaged and consulted throughout, and is supportive of the proposals
Senior Housing Management – Property and Contracts SMT has been fully engaged with the plans over the last few years and are supportive of the proposals.

Residents of the Highways blocks have been kept informed throughout the improvement project since it originally commenced in 2013 and have been consulted at various points. This consultation established a preference for improvement works to be undertaken with the residents in situ if at all possible.

Individual letters have been delivered to residents to keep them informed of developments in October 2018, November 2018, December 2018, and February 2019. An information/consultation event was held with residents on 7/8 March 2019 at the Old Fire Station in Gipton, with transportation provided to residents where required. Following this event, all residents received a progress update letter along with a Frequently Asked Questions (FAQ's) document with residents receiving a further progress update letter which included details on the Retirement Life Housing and FAQ's in May 2019.

Residents have been provided with dedicated support (including from a vacant ground floor flat on site) in relation to rehousing. This also included members from the Retirement Life Housing Team as the average age of residents in 2017 was 69, with 66% aged over 65, which would qualify for the Retirement Life Housing.

In addition, the local residents in the maisonettes adjacent to the Highways blocks received a letter in May 2019, informing them of the developments of the Highways blocks along with an open invitation to visit the dedicated support available in Highways flat number 66.

Action required:

As part of the project, a Communication plan has been developed to ensure regular and effective communications with existing residents and other key stakeholders on the proposals for the future of the Highways blocks. – See action plan.

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

Age

Carers

Disability

Gender reassignment

Race

Religion or Belief

Sex (male or female)

Sexual orientation

Other

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify:

The future of the highways site will have both positive and negative impact to all EDCI characteristics.

If the decision to demolish and rebuild is agreed, during the demolition and redevelopment stages, there will be disruption in the local area e.g. congestion, noise, visual amenity. However, once completed, this will culminate in a positive outcome.

Stakeholders

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify

Potential barriers.

Built environment

Location of premises and services

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

Please specify

- Location and premises of services ticked as to the close proximity of the A64 and any public rights of way.
- Information and communication has been selected to ensure an effective communications plan is established and executed with key stakeholders on the proposals for the future of the Highways blocks.
- Customer Care has been selected as support will be provided for the existing residents who have expressed an interest in returning to the future Highways site. Any potential impact to the residents of the council housing maisonettes adjacent to the site will be considered.
- Consultation and involvement has been selected as, following the decision of this report the procurement process will commence and the appropriate Contractors will be assigned.

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

If the approach to demolish the two Highways blocks and replace with high density, new build council housing is agreed, this strongly aligns with the Best Council Plan Housing priority and this would:

- Replace the existing blocks that has exceeded its design life with modern, eco-friendly units which aligns to our asset management strategy priorities, 'fit for purpose homes and neighbourhoods'
- Provide housing that enable ease of maintenance with minimal cost, and provide longevity of the structure, fixtures and fittings to minimum life expectancies.
- Provide housing of the right quality, type, tenure and affordability in the right places.
- Provide an opportunity to design and develop housing to suit the modern day living requirements through good use of space and reduced running costs.
- Provide housing built to enhanced M4(2) Accessible and Adaptable OR M4(3)

Wheelchair standards, and meet Nationally Described Space Standards where possible

Action required:

None

8b. Negative impact:

- Residents of the council housing maisonettes adjacent to the site may become unsettled when the flats become unoccupied.
- Trespassers may be attracted to the site when the blocks become unoccupied.
- A section of the A64 may need to be closed and traffic diverted for a short term.
- A public right of way near to the site may have to be closed temporarily.
- Once a final decision on the future of the site has been made, residents who have expressed an interest in returning to the Highways site will either be offered a return to a refurbished property or will be considered for one of the new builds.
- Resident and community safety to be considered whilst planned works are in progress.
- Resident's security will be considered whilst planned works are in progress.
- Standards of the site for Housing Growth need to be adhered.
- Existing tenants will no longer be able to exercise their right to buy in the Highways.

Action required:

A range of considerations will be taken into account when planning any planned works, so that these are taken forward safely and appropriately. These include:

- It is proposed that each property will be securely sealed once vacated. Net curtains to be fitted to all the windows so that the flats still look occupied.
- LCC will work closely with partners including the police and fire service to ensure that community safety is maintained.
- The range of services and utilities on the site.
- Any positive opportunities for working with the emergency services or other partners.
- The proximity of the A64 and any rights of way - Engagement with LCC Highways and Transportation and LCC Public Rights of Way will be established and if, necessary, the appropriate application/regulation order will be arranged.
- Residents who expressed an interest to return to the future Highways site will be supported with their move.
- A Health and Safety plan will be implemented to ensure residents and the community are safe during planned works.
- Activities will be planned to ensure the flats and site area is secure, e.g.

hoardings around the site area.

- The requirements to which the site needs to be left for Housing Growth need to be captured, if the decision to demolish the Highways blocks is taken.
- If the decision is taken to demolish the Highways blocks, a demolition notice will be served to tenants' so they no longer have the right to buy. (Housing Act 1985), in addition the demolition notice will be published locally to inform the members of the public.
- Increased support to the residents in the maisonettes adjacent to the site.
- Any new Contractor staff will be encouraged to undertake equality and diversity training to ensure all aspects of equality and diversity are understood and implemented positively throughout the implementation – in line with our common practice.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

A new improved development will be provided which could serve all equality characteristics.

Action required:

None

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)

Yes

No

Please provide detail:

There is potential for future public meetings in relation to the future of the site, for example:

- The new site development may involve public consultation on the aesthetics of the new build.
- Contractors will visit local schools to discuss the hazards of construction sites.

Action required:

None

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

Redevelopment of this site will provide opportunities for all EDCI characteristics.

Action required:

None.

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
<p>Communications As part of the project, a Communication plan has been developed to ensure regular and effective communications with existing residents and other key stakeholders on the proposals for the future of the Highways blocks, these include:</p> <ul style="list-style-type: none"> • Existing residents • Residents in the separate Highways maisonettes, numbered 122-132, which are in close proximity of the Highways blocks • Schools in the surrounding areas (to provide safety briefings whilst planned works in progress) • Progress briefings to local ward and Council members • Housing Growth • Appropriate public notifications of the demolition works/Rights of Way, Road access/closures, if necessary. 	<p>The Communications Plan is a live document and is being used and updated through the course of the project and the decision of the Future of the Highways blocks decision will determine the communications going forward.</p>	<p>Timely and consistency of messages being released.</p>	<p>Jon Andrews</p>
<p>Stakeholders affected by this activity As part of the planning for the planned works, health, safety and security will be considered for any remaining Highways blocks residents, residents in the maisonettes near the site and the planned works Contractors:</p> <ul style="list-style-type: none"> • Each property will be securely sealed once vacated. Net curtains to be fitted to all the windows 	<p>Ongoing throughout the rehousing of existing residents and the planned works for the Highways blocks.</p>	<p>Any concerns that arise will be dealt with in a professional and appropriate manner, in line with the contractor's equality and diversity policy.</p>	<p>Jon Andrews</p>

Action	Timescale	Measure	Lead person
<p>so that the flats still look occupied.</p> <ul style="list-style-type: none"> • LCC will work closely with partners including the police and fire service to ensure that community safety is maintained. • Residents who expressed an interest to return to the future Highways site will be supported with their move. • Increased support will be provided to the local residents in the maisonettes adjacent to the Highways site. • A Health and Safety plan will be implemented to ensure residents and the community are safe during planned works. • Activities will be planned to ensure the flats and site area is secure, e.g. hoardings around the site area. • The requirements to which the site needs to be left for Housing Growth need to be captured, if the decision to demolish the Highways blocks is taken. • Contractor staff will be encouraged to undertake training to ensure all aspects of equality and diversity are understood and implemented. 			
<p>Notifications</p> <ul style="list-style-type: none"> • If the decision to demolish is agreed, existing tenants will no longer be able to exercise their right to buy in the Highways blocks. 	<p>If the decision to demolish is agreed, the activities to serve the appropriate demolition notices will be planned</p>	<p>If the decision to demolish is agreed, the appropriate demolition notices will be released in the public domain (Housing Act 1985)</p>	<p>Jon Andrews</p>

Action	Timescale	Measure	Lead person
<p>Impact to surrounding public areas Engagement with LCC Highways and Transportation and LCC Public Rights of Way will be established to review the access for construction traffic to and from the site and if necessary, arranging temporary closure of the A64 and the nearby public right of way.</p>	<p>Activity in plan to engage with the relevant partners and to submit and publish appropriate applications/notices, if necessary.</p>	<p>The appropriate application/regulation orders will be released in the public domain.</p>	<p>Jon Andrews</p>

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Craig Simpson	Head of Strategy & Investment	13 June 2019
Date impact assessment completed		May 2019

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. 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 impact assessment 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 impact assessments 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 assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent: July 2019
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: