

# 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: Adults and Health</b>	<b>Service area: Better Lives</b>
<b>Lead person: Chris Capitano</b>	<b>Contact number: 0113 37 88273</b>

**1. Title: Executive Board – Disposal of land located on Westerton Walk, West Ardsley for Extra Care Housing delivery**

Is this a:

**Strategy / Policy**
 **Service / Function**
 **Other**

**If other, please specify:** The outcome of marketing a site for sale with a recommendation that it is sold at a price below the unrestricted market value for the provision of specialist accommodation for working age adults with learning and physical disabilities.

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

The EDCI screening relates to an Executive Board report outlining the result of the proposal to dispose of the land at Westerton Walk, West Ardsley for the provision of Extra Care Housing for older people at a price below the unrestricted market value.

**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).

<b>Questions</b>	<b>Yes</b>	<b>No</b>
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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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)

As part of the Better Lives Programme, comprehensive supply and demand modelling has been undertaken by Adults & Health which projects an increase in the demand for Extra Care Housing and a corresponding shortfall in supply across the majority of wards in the city.

In terms of unmet need the development would represent an effective response to a A detailed demand analysis exercise including extra care was carried out to identify the quantity and type of specialist older people's housing required across the city until 2028. This revealed a shortfall of extra care housing whilst predicting that the demand for

residential care will decrease as the aspirations of people to live well in older age increases. Furthermore, the data shows a shortfall of 158 homes in the Outer South Committee where the Westerton Walk site is located. This highlights the significant lack of suitable accommodation in the locality for older people who have care and support needs as well as a housing need in that locality. The extra care scheme will offer the following:

- On-site access to 24/7 emergency or unplanned care which is an additional feature that separates it from other forms of retirement living.
- Help to alleviate social isolation through access to shared facilities, dining and activities.
- Allow people to use their personal budgets in order to make their own alternative arrangements for the provision of planned care.
- Accessible and flexible accommodation designed, or capable of being adapted, to support the delivery of personal social and health care services.

- **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)

## Equality, Diversity, Cohesion and Integration Screening

The proposals reflect differences in need in relation to existing and predicted supply across the city's neighbourhoods. The proposals seek to facilitate an increase in supply to meet current and predicted localised gaps in provision across the city. No diversion of resources from other equality provision is anticipated, since funding is likely either to come via dedicated, specialist routes, or benefit from commercial sector investment.

- **Actions**

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

As part of the planning process, the impact of the proposed development on existing communities and neighbourhoods and on the potential new tenants will be considered.

The delivery of new Extra Care Housing will also provide additional employment and training opportunities for local people managed via the construction contract and will contribute to the regeneration of brownfield land in the city.

**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
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Date to complete your impact assessment	N/A
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Lead person for your impact assessment (Include name and job title)	N/A
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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.

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** screenings should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	18 <sup>th</sup> July 2019
If relates to a Key Decision	
Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	