

# 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: City Development</b>	<b>Service area: Asset Management and Regeneration</b>
<b>Lead person: Maggie Gjessing</b>	<b>Contact number: 39 50502</b>

**1. Title:** Quality Housing Growth & the Leeds Standard.

Is this a:

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

**If other, please specify:**

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

Proposal to develop the “Leeds Standard” as an approach to achieving quality housing growth including in respect of the Council Housing Growth Programme.

**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?	√	
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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	√ √	√

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)

The Executive Board report provides an update on how the Council seeks to achieve appropriate quality standards in support of the delivery of 70,000 houses by 2028, ensuring 'quality' and 'quantity' are achieved in accordance with the draft Core Strategy. It sets out the importance of excellent quality housing in supporting the economic growth ambitions of the council.

It includes an approach to influencing the delivery of new homes to encourage quality and in the case of the Council Housing Growth Programme, outlines the specification which will be used. This is brought together as the "Leeds Standard" which sets out design standards under the themes of urban design, space and energy efficiency.

In establishing standards which encourage accessible and safe places, properties which are economical to heat, spacious and easily adaptable to meet tenants needs (in the

case of the Council Housing Growth Programme) will assist the Council in meeting the needs of equality groups.

For example accessible homes will benefit people with disabilities or an ever increasing aging population

Also by improving place making, increasing street infrastructure and providing high quality design standard homes there is the opportunity to enhance the quality of people's lives and the wider community/neighbourhood as a whole. This thereby could broaden the areas appeal to a wider range of groups which could encourage increase levels of integration and cohesion between different communities.

- **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)

In developing or encouraging the development (in the case of market housing) high quality homes, there will be a positive impact on equality groups as the Leeds Standard seeks to put in place measures which can alleviate fuel poverty, deliver properties which are adaptable and well-designed developments which are safe, accessible, provide appropriate greenspace and so on.

- **Actions**

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

The content and principles of the Leeds Standard for housing design will be promoted to house builders, developers and providers and adopted by the council for its own growth programme.

**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	Regeneration Executive Manager	19 <sup>th</sup> August 2014

## 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](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	19 <sup>th</sup> August 2014
Any other decision – <b>date sent to Equality Team (<a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>)</b>	