

# 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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

<b>Directorate:</b> Resources and Housing	<b>Service area:</b> Housing Leeds
<b>Lead person:</b> Mandy Sawyer	<b>Contact number:</b> 07891 276740

## 1. Title: Update on Delivery of High Rise Strategy

Is this a:

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

**If other, please specify**

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

The Council's High Rise Strategy was approved by Executive Board in October 2016. The purpose of the paper to Executive Board in July 2018 is to provide an update in progress in delivering the High Rise Strategy, covering the following areas:

- Delivery of housing management models;
- Delivery of the investment strategy;
- Delivery of other services to high rise, including waste, cleaning, community safety;
- Improvement to tenant communications and engagement.
- Increase in Digital Access;
- Actions following Grenfell Tower fire.

A full equality and diversity impact assessment will be undertaken as part of the review of local lettings policies to identify potential positive and negative impacts, and an action plan will be developed to address any negative impacts identified.

Individual EIAs will be carried out as part of the implementation of individual areas of the strategy where required.

### 3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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?	✓	
Have there been or likely to be any public concerns about the policy or proposal?		✓
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)

Equality, diversity, cohesion and integration will be or has been considered in delivering the following elements of the High Rise Strategy:

Local Lettings Policies - Council housing is in short supply, and high rise accommodation represents a significant proportion of Housing Leeds' stock. There are currently a number of lettings policies in place that restrict lettings to customers based on their age. These will be reviewed during 2018/19 to ensure they remain fit for purpose and are linked to management and investment decisions.

Enhanced Management Models – the models have been developed to maximise community cohesion and integration in blocks. As part of the Enhanced Support Model, a wrap around service is provided to vulnerable tenants to reduce social isolation, community safety issues are addressed promptly and community activities arranged to promote a block community. Similarly, as part of the Retirement High Life Model, a big focus is placed on promoting community activities in order to reduce social isolation within blocks of older residents.

Investment – investment has been targeted on areas which have the greatest impact for residents. It is well evidenced that there is a strong link between health and housing, with affordable warmth and damp identified as the biggest issues. A big focus of the investment programme in high rise over the next 10 years is to improve wall insulation and heating in high rise in order to reduce fuel poverty.

Digital Access – the Free Wi-Fi project is intended to maximise digital inclusion in high rise blocks, and support more residents to get on-line via support with training and equipment access.

- **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)

Local Lettings Policies – not yet reviewed – due for review during 2018/19.

Enhanced Management Models – already we are seeing positive impacts of the Enhanced Management Models, with an increase in financial and social inclusion and an associated increase in tenancy sustainment.

Investment – positive impacts of wall insulation and district heating are proven to have a positive impact on affordable warmth and health.

Digital Access – of the blocks that have gone live to date only 12.6% of tenants have indicated that they don't have any internet access – this is considerably lower than other

intelligence from Annual Home Visits suggests. This means that there are fewer barriers to maximising digital access in blocks.

- **Actions**

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

Local Lettings Policies – equality screening will be undertaken of all LLPs developed as part of Ward Community Lettings Plans.

Enhanced Management Models – a full review and evaluation is underway of the Enhanced Support Model, in order to identify the impacts and future development of the model.

Investment – positive impacts of wall insulation and district heating are proven to have a positive impact on affordable warmth and health.

Digital Access – ongoing evaluation of the impacts of the Digital Access project on resident digital access, and promotion of positive impacts into the Council's wider Digital Access Project.

**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
Mandy Sawyer	Head of Neighbourhood Services	26/06/18
<b>Date screening completed</b>		26/06/18

**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](mailto: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 <b>Governance Services</b>	Date sent: 03/07/18
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: