

## Equality, Diversity, Cohesion and Integration

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: Resources and Housing</b>	<b>Service area: Statutory Housing Services</b>
<b>Lead person: Kerrie Murray</b>	<b>Contact number: 2243480</b>

### 1. Title: Gypsy Traveller Services Resources

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 has built Kidacre Park for the Gypsy and Traveller community to support the unmet housing need of this BME group within the city.**

**Kidacre Park will be ready for occupation in February 2018. A Rent Agreement is in place for Kidacre Park which reflects the provision. The rental income of will be between £49,730 and**

**£ 61,942 per annum based on full occupancy levels and number of caravans per pitch. The site will be managed by the existing Gypsy Traveller Team as an additional responsibility**

**A Negotiated Stopping Policy has now been approved and implemented. The existing Traveller team have managed the process as an additional responsibility. The approach of**

using Negotiated Stopping does present an opportunity to reduce costs, both the legal cost of court and the clean-up costs when occupants are abiding by a contract of responsibility. The proposals therefore represent 'invest to save' interventions.

Currently the post holder will take lead responsibility for managing a portfolio of approximately 41 units of accommodation for the Gypsy and Traveller community across two sites.

Currently the post holder is responsible for providing a comprehensive housing management service to tenants. This includes rent collection and maximisation, letting properties and void turnaround times. It also includes repairs and maintenance and the environmental management of green spaces and adjoining land. The post holder will be responsible for dealing with anti-social behaviour in a challenging environment. It also includes community consultation and providing advice and assistance to tenants and sign posting them to the relevant agencies.

Currently the post holder will take lead responsibility for the management of unauthorised encampments within the city's boundaries. The post will be responsible for assessing and preparing the information required by Legal Services and representing the Council in court on a frequent basis. The post holder will be required to take a lead role in the coordination of partner agencies in tackling any ASB on the encampments.

In addition to the above, the post holder will also undertake the standard Housing Advisor functions including offering housing advice to prevent or relieve homelessness and carrying out assessments of housing need/duty in accordance with the statutory framework.

Additional Impacts on workforce planning are managing Negotiated Stopping and a new Traveller site Kidacre Park.

The post holder will support the Councils Negotiated Stopping Policy. This role may include signing individuals up to Negotiations Agreements and the management of temporary sites. It may also include re-directing groups to alternative locations across the city. It will also include the coordination of multi-agency approaches to managing ASB and Environmental Criminality with partner departments, LASBAT Cleaner Neighbourhoods and West Yorkshire Police.

The post holder will provide a comprehensive housing management service to tenants on the new site. This includes rent collection and maximisation, letting properties and void turnaround times. It also includes repairs and maintenance and the environmental management of green spaces and adjoining land. The post holder will be responsible for dealing with anti-social behaviour in a challenging environment. It also includes community consultation and providing advice and assistance to tenants and sign posting them to the relevant agencies. The site is behind Crown Point Retail Park and next to the Motor Cycle Centre, ensuring good community relationships will also form a major element to the site management.

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### 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).

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).

##### **A) 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 – see Ai below) with those likely to be affected)

**Gypsies and Travellers are defined ethnic minority groups who have a cultural tradition of nomadic and caravan based living. There is no legal duty on the Council to provide pitch based accommodation for Gypsies and Travellers. The Council does have a legal duty to consider and make reasonable housing provision for Gypsies and Travellers. The Council also has a legal duty to promote equality and harmony between Gypsies and Travellers and the settled community.**

**Within the Core Strategy the L/A has committed to providing 25 additional pitches for Gypsy and Travellers. Sites have been ear marked with a view to develop on these over the next 6 years. We are now at the stage in the Site Allocations process when the Inspectors are looking for an indication of when the proposed new Gypsy and Traveller sites identified within the SAP are likely to be delivered.**

**To date the L/A have built Kidacre Park, accommodation for up to 8 families. The site development was completed in consultation with all the families who were residing at this location prior to the formal site build. Consultation took place with Leeds GATE and local businesses.**

**It is paramount that the L/A ensures its accommodation provision for Gypsy and Travellers is well managed in a way which ensures site sustainability and creates an environment where people feel safe and happy to live. Ensuring that the L/A has officers in place to manage the site is paramount.**

##### **Ai) Is the consultation /engagement listed on Talking Point?**

Yes

No  If no, please give reason

**Officers will continue to carry out specific face to face consultation with Gypsies and Travellers and advocacy services in relation to the ongoing site sustainability of Kidacre Park.**

##### **B) 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)

**Kidacre Park being built assists to reduce the number of pitches required within the Core Strategy for Gypsy and Travellers.**

**Negotiated Stopping forms part of the Core Strategy for Gypsy and Travellers to promote positive relationships between the settled and Travelling community for short time periods.**

**C) Actions**

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

**Kidacre Park has been built in a consultative way that promotes harmonious relations between Gypsies and Travellers and settled communities. It is believed that sufficient regard has been given to equality, diversity, cohesion and integration considerations in relation to these proposals. Kidacre Park is behind Crown Point Retail Park and next to the Motor Cycle Centre, ongoing consultation has taken place over the last 3 years. Moving forward it vital that the L/A continues to engage in a positive and proactive manner to enable good community relationships. This approach will form a major element to the site management.**

**Negotiated Stopping is an opportunity to look at balancing the needs of the Gypsy and Travelling Community against the needs of the resident population. The policy exists so that where possible periods of stay can be agreed between the Council and the Travelling community for short periods subject to a set criteria.**

**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

**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.

**Date screening completed**

05/07/2018

05/07/2018

**Date published**

(To be completed by the Equality Team)