

# 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

<b>Directorate:</b> Resources & Housing	<b>Service area(s):</b> Housing Leeds, Property & Contracts / Housing Management
<b>Lead person:</b> Jon Andrews	<b>Contact number:</b> 07712215525
<b>Date of the equality, diversity, cohesion and integration impact assessment:</b> 11 March 2019	

**1. Title:** The Highways high rise housing blocks – suspension of lettings, Priority Status award and approval of Home Loss & Disturbance Payment.

Is this a:

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

**If other, please specify**

This recommendations of this report are being made as part of a project considering the future of the Highways blocks and the rehousing implications for residents. The project will contribute towards the council’s housing priorities highlighted in the Best Council Plan (2018/19 – 2020/21), in particular; improving housing quality and, meeting the needs of older residents.

**2. Members of the assessment team:**

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Jon Andrews	LCC	Manager of service (Planned Works)
Gez Tinsdale	LCC	Manager of service (Housing Management)
Leonard Wright	LCC	Project support

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

It has been identified that the Highways residential blocks require attention as they currently fall below standards required by both LCC and national guidance

An option appraisal (OA) is currently being undertaken which will centre on two main options: comprehensive refurbishment of the blocks; and to demolish the blocks and replace them with new council housing. Both options would require the blocks to be vacated and, as such, we now know that residents must be rehoused. In response to this the following proposals are being presented in the report for approval:

1. Approves the suspension of new lettings, and the removal of voids from charge as and when properties become vacant;
2. Approves Home Loss and Disturbance payments and reasonable expenses to be made to qualifying residents, funded by the Housing Revenue Account (HRA) Capital Programme; and
3. Approves commencement of re-housing and the award of priority status for Highways residents.

**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

The vision and themes, objectives or outcomes and the supporting guidance

A specific section within the strategy, policy or plan

**Please provide detail:**

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.

This assessment primarily focuses on the residents of the Highways blocks would need to be rehoused as per the recommendations of the report. However it is recognised that re-housing interventions discussed in the assessment would have implications for other applicants on the housing waiting list.

**4b. Service, function, event**

please tick the appropriate box below

The whole service  
(including service provision and employment)

A specific part of the service  
(including service provision or employment or a specific section of the service)

Procuring of a service (by contract or grant)	<input type="checkbox"/>
<b>Please provide detail:</b>	

### 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)

#### Who is affected by the proposals?

The residents of the Highways blocks will be directly affected by the proposals. Tenant profiles were undertaken during 2017 which gathered information on residents and households including age, gender, and disability. There have been few changes to the tenancies since 2017 and so the profiles accurately demonstrate the demographics of the people affected.

#### Households

Description	Number of Households (2017)	Number of Residents (2017)
Single / LCC tenant	67	67
Couple / LCC tenant	19	38
Three people (adults) / LCC tenants	1	3
Single / Leaseholder	2	2
Total	89	110

The dwellings within the Highways blocks are 1 and 2 bedroom flats. The 2017 tenant profiles show that the flats were predominantly occupied by single council tenants (67 of 89 households). With 19 of the 89 occupied dwellings occupied by couples - either married or cohabiting – and also council tenants.

For the purposes of the assessment the individual information has been combined to provide an overall profile of the Highways residents. The 2017 ONS Mid-Year population estimate and 2011 Census are used for information to show related figures for the whole LCC authority area for comparison.

#### Resident Profile

Theme	Category	Highways	Leeds	Data source (Leeds)
Gender	Male	55.1%	49.1%	ONS MYE 2017
	Female	44.9%	50.9%	ONS MYE 2017
Age	0-15	0.0%	15.5%	ONS MYE 2017
	16-64	34.0%	65.3%	ONS MYE 2017
	65+	66.0%	19.2%	ONS MYE 2017
Ethnic origin	White British	97.2%	81.1%	Census 2011
	Minority Ethnic	1.8%	18.9%	Census 2011

The Highways blocks have a 55+ tenancy policy in place and as a result the residents have a much older age profile than the city as whole. The average age of residents in 2017 was 69, with 66% aged over 65 (compared to 19% across Leeds).

#### Consultation and engagement

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. From 2013 to 2018, considerable efforts were made to find a solution that would allow residents to remain in their homes. However investigative work has shown that this is not possible due to cost issues and the unacceptable level of disruption that would be caused for residents.

With regard to the proposals assessed in this document, 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.

#### **Are there any gaps in equality and diversity information**

**Please provide detail:** N/A

**Action required:** None

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

Yes

No

#### **Please provide detail:**

Ward councillors - The three local ward councillors (Cllr Paul Drinkwater; Cllr Katie Dye; Cllr David Jenkins) 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. The wider Joint-Housing SMT have also been engaged with regard to the current proposals and are supportive of the approach.

**Action required:**

**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**

- |   |   |   |
|---|---|---|
| <input checked="" type="checkbox"/> <b>Age</b>                  | <input checked="" type="checkbox"/> <b>Carers</b>             | <input checked="" type="checkbox"/> <b>Disability</b>         |
| <input checked="" type="checkbox"/> <b>Gender reassignment</b>  | <input checked="" type="checkbox"/> <b>Race</b>               | <input checked="" type="checkbox"/> <b>Religion or Belief</b> |
| <input checked="" type="checkbox"/> <b>Sex (male or female)</b> | <input checked="" type="checkbox"/> <b>Sexual orientation</b> |   |
| <input checked="" type="checkbox"/> <b>Other</b>                |   |   |

(**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)

Marriage and civil partnership – There are married and cohabiting couples within the blocks.

All boxes checked because engagement with each individual tenant will highlight if there are any issues around their rehousing and support needs - for example, religion might mean someone has a preference to be rehoused near their place of worship.

**Stakeholders**

- |   |  |  |
|---|--|--|
| <input checked="" type="checkbox"/> <b>Services users</b> | <input type="checkbox"/> <b>Employees</b>          | <input type="checkbox"/> <b>Trade Unions</b> |
| <input checked="" type="checkbox"/> <b>Partners</b>       | <input checked="" type="checkbox"/> <b>Members</b> | <input type="checkbox"/> <b>Suppliers</b>    |
| <input type="checkbox"/> <b>Other please specify</b>      |  |  |

**Potential barriers.**

- |   |  |
|---|--|
| <input type="checkbox"/> <b>Built environment</b>             | <input checked="" type="checkbox"/> <b>Location of premises and services</b> |
| <input type="checkbox"/> <b>Information and communication</b> | <input type="checkbox"/> <b>Customer care</b>                                |
| <input type="checkbox"/> <b>Timing</b>                        | <input type="checkbox"/> <b>Stereotypes and assumptions</b>                  |
| <input type="checkbox"/> <b>Cost</b>                          | <input type="checkbox"/> <b>Consultation and involvement</b>                 |

**Financial exclusion**

**Employment and training**

**specific barriers to the strategy, policy, services or function**

**Please specify**

Location of premises and services: The availability of suitable alternative accommodation and its proximity to services accessed by the residents (e.g. hospital, place of worship).

**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:**

It is envisaged that, beyond the initial disruption, the impact on former residents will be largely positive because:

1. They will be relocated from accommodation that falls below standards required by both LCC and national guidance into higher quality accommodation;
2. The alternative accommodation identified is also likely to be better suited to the requirement of older residents, as the Highways was built in 1962 and there are inherent accessibility issues.

**Action required:**

A communications plan has been created to manage the key messages in relation to the project. This is being supported through the development of FAQs and briefings that can be drawn upon to provide information and, promote benefits, in a clear and consistent manner. The Communications Lead for the Resources and Housing directorate has been involved in this work.

**8b. Negative impact:**

In the short term the proposal will have a negative impact upon residents, as the rehousing process will be disruptive and unsettling for those affected. Relocation could also result in social and family support networks being weakened.

Rehousing interventions to assist Highways residents, such as awarding priority status or ring-fencing properties, combined with the temporary loss of 120 social housing units (1 and 2 bed flats), would have negative implications for other people on the waiting list.

**Action required:**

LCC Housing tenants within the Highways will be awarded priority status for rehousing. Rehousing support will also be offered to the 2 leaseholders if required.

The Housing Management service will establish a temporary office, based in a vacant ground floor unit within the Highways, from which residents will have access to comprehensive rehousing support. Council staff based in there will also make visits to residents' flats to provide support.

The rehousing process will be centred on the needs of residents, who will be provided with genuine options and choices (for example where they will be rehoused). Engagement with

individual households and tenants will highlight requirements and preferences around their rehousing and support. This will include maintaining existing relationships such as married/cohabiting couples and neighbours.

Statutory payments will also be made to residents by way of compensation and to cover costs incurred as a result of the move.

Lettings will be made proportionally to ensure fair access to all customers, and with consideration given to the needs and requirements of all.

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

Yes

No

**Please provide detail:**

**Action required:**

The Tenant Engagement Team will offer support to tenants who move into new housing by highlighting the existence of any tenant, resident or community groups that are active in the area, introducing these groups to tenants and helping residents make new local connections and relationships with others. This includes signposting to residents any local voluntary or third sector organisations who run local groups or services that support residents. Information Officers within the Engagement Team will be an available resource throughout the process to help with resident communications.

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

Yes

No

**Please provide detail:**

**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:**

Whilst the Highways blocks has a local lettings policy requiring new tenants to be aged

55+, the proposals are based purely on the condition of the buildings and fall within the wider housing priority set out in the Best Council Plan: “to have housing of the right quality, type, tenure and affordability in the right places, and to improving housing quality and standards.”

**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><b>Communications</b></p> <p>i) A Communications Plan has been created to manage key messages in relation to the project. This will be supported through the development of a communications toolkit including FAQs and briefings that can be drawn upon to provide information and, promote benefits, in a clear and consistent manner.</p> <p>ii) Information Officers within the Engagement Team will be an available resource throughout the process to help with resident communications following the residents meeting.</p>	<p>The Communications Plan is a live document and is being used and updated through the course of the project.</p> <p>The FAQs were provided to residents at the meetings on 7/8 March.</p>	<p>Consistency of messages being released into the public realm.</p>	<p>Jon Andrews</p>
<p><b>Rehousing support</b></p> <p>i) The Housing Management service will establish a temporary office, based in a vacant ground floor unit within the Highways, from which residents will have access to comprehensive rehousing support.</p> <p>ii) Residents awarded priority status for rehousing.</p> <p>iii) Exploring ring-fencing of properties within certain areas in Leeds to give residents preference.</p>	<p>The unit has been fully kitted out (carpets, wifi etc.) and opened to residents on Monday 11 March, following the residents meeting. Residents will also be visited in their homes to ensure that no one is missed.</p> <p>April/May 2019 – priority status initially for 6 month period, and then subject to extensions. Ringfencing explored as</p>	<p>Proportion of residents accessing support around rehousing. Target is 100% of households are supported.</p> <p>Time taken to rehouse residents.</p>	<p>Jon Andrews</p> <p>Gez Tinsdale</p>

Action	Timescale	Measure	Lead person
	residents' location preferences become clear.		
<p><b>Strong and positive relationships</b></p> <p>i) Engagement with households and tenants will highlight requirements and preferences around their rehousing and support. This will include maintaining existing relationships such as married/cohabiting couples and neighbours.</p> <p>ii) Tenant Engagement: The Engagement Team will offer support to tenants who move into new housing by highlighting the existence of any tenant, resident or community groups that are active in the area, introducing these groups to tenants and helping residents make new local connections and relationships with others. This includes signposting to residents any local voluntary or third sector organisations who run local groups or services that support residents.</p>	<p>From 11 March until the end of the rehousing process.</p> <p>From the point when alternative accommodation is identified for residents and households until they are settled in their new homes.</p>	<p>Resident satisfaction.</p> <p>Resident satisfaction.</p>	<p>Gez Tinsdale / Jon Andrews</p> <p>Ian Montgomery</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
Jon Andrews Gez Tinsdale	Planned Works Manager Head of Housing Management	11 March 2019
<b>Date impact assessment completed</b>		

**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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent: March 2019
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: