

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.

Directorate: Adults and Health and Resources and Housing	Service area:
Lead person: Anna Clifford and Mandy Sawyer	Contact number: 83787/ 76430

1. Title: Council Housing Growth Programme: Delivery of Extra Care Package 2

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The Housing Growth Programme Board are currently considering options for the delivery of up to 800 Extra Care homes across Leeds City Council including provision of up to 200 additional homes as part of the Council House Growth Programme by 2020. The Council is aiming to develop schemes with a total value of the overall programme in the region of £30 million.

The Council is leading the drive to meet the overarching housing requirements set out in the Core Strategy and is also seeking to ensure growth which meets needs and provides choice, particularly for people on low incomes, as highlighted through the Core Strategy requirement for Affordable Housing provision, in recognition of the city's changing demography, particularly the growth in the number of older residents.

Housing has been identified as one of the Best City priorities and this programme will directly support the following priorities;

- Housing of the right quality, type, tenure and affordability in the right places
- Minimising homelessness through a greater focus on prevention
- Tackling fuel poverty

The programme will also directly contribute to the achievement of a number of the key performance indicators the Council will use to measure success including;

- Growth in new homes in Leeds
- Number of affordable homes delivered
- Improved energy and thermal efficiency performance of houses
- Number of households in fuel poverty

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?	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"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	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)

An Equality, Diversity, Cohesion and Integration (EDCI) screening was completed in June 2017 which looked at the impact of the delivery of up to 200 new Extra Care homes as part of the wider Housing Growth Programme (HGP). In assessing the impact of the proposed programme on equality, diversity, cohesion and integration the EDCI screening has been informed by a number of key considerations:

Scope of the proposal

- The proposed schemes, if fully approved, would deliver 128 Extra Care units across two sites in the city and 98 new general needs houses for rent on one site in the city.

Supply and Demand

As part of the Better Lives Programme, comprehensive supply and demand modelling has been undertaken by Adults & Health up to 2028 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.

The methodology used to calculate and forecast demand include national work on provision of older peoples housing and care from the More Choice Greater Voice toolkit, which was developed by the Housing LIN and published by the Department of Health in February 2008. It was prepared specifically to accompany the government's new National Housing Strategy for an Ageing Society to offer guidance to commissioners and providers to enable them to forecast demand and produce accommodation and care strategies for older people.

The delivery of affordable housing through the Extra Care programme could have positive implications for equality groups who are economically disadvantaged.

Going forward EIA screening for future Extra Care developments will also be carried out on a demographic basis and the current profile of Affordable Housing residents will be considered in terms of age, gender, ethnicity and working status. Screening will also

consider how demographic, spatial and economic factors influence tenure patterns across the city and how this will affect the demand for affordable housing amongst specific groupings such as BME populations

The locations of these schemes have been determined largely by available land supply, rather than based on a city wide needs assessment. However we have engaged housing management to understand how best to utilise these sites in terms of appropriate unit sizes and types to meet local demand.

As a result of the geographical location of the new homes and the local demographics, and as a result of the fact the new homes will be of certain types (i.e general needs, extra care and accessible bungalows) and sizes, the new homes will benefit certain equality groups more than others. The homes will be offered to tenants for affordable rent which will have positive implications for equality groups who are economically disadvantaged. The specification of the new homes will also contribute to tackling fuel poverty, and improving health and well-being for the tenants.

Design & Ethos

In order to ensure that Extra Care provision constitutes a “Home for Life” the Extra Care Programme is supporting the achievement and delivery of high standards of design and construction which use innovative approaches and incorporate elements of assistive technology where practicable to facilitate future proofing of assets and exploit the flexibility afforded by the Extra Care Model.

Adults & Health have produced The Leeds Model of Extra Care Housing which sets out a clear vision for the development of Extra Care and incorporates parameters for successful design which are based on HAPPI Design principles and the most recent guidance and best practice from Housing LIN. This provides essential information about key design principles and issues to consider when designing and developing a brief for a new Extra Care Scheme and the tools which will enable us to challenge poor design going forward. More generally the design of works shall comply with all mandatory and statutory requirements and all relevant British Standards and Codes of Practice current at the date of tender.

Data obtained from the most recent Family Resource Survey published by the Department of Work & Pensions carried out in 2015 shows that the disability prevalence amongst the over 55 age group is currently 45%. On this basis a significant proportion of older people who move into Extra Care will already have or will develop a physical or mental impairment that will have a 'substantial' and 'long-term' negative effect on their ability to carry out normal daily activities. In considering Extra Care design we have endeavoured to create a supportive, enabling environment that may ameliorate some of the difficulties and challenges of living with disabilities or chronic degenerative health conditions.

Tenure Mix

We know that the current provision of extra care is unequally distributed across the City and that different localities require different types of tenure mix depending on

demography.

We have used current Data from the Index of Multiple Deprivation which is a Government Study of the most deprived areas in English Local Councils based on a number of factors such as Income, Health Deprivation and Disability, Living Environment and Barriers to Housing and Services. This has enabled us to identify which parts of the city have low income and health outcomes. We have also taken advice from Housing Management about the most appropriate and most in demand properties to build in these locations to meet locally defined needs.

The new housing is being provided in parts of the city that have low income and health outcomes, and the resident profile in these areas indicates a greater requirement for Affordable Rent Housing due to lower levels of disposable income and available capital. As such these homes are being offered at affordable rents.

Design & Ethos

The new homes will comply with all mandatory and statutory requirements and all relevant British Standards and Codes of Practice current at the date of tender. However in addition to this, the Council has also developed the **Leeds Standard** to support the Best Council Plan. This has a strong focus on cutting carbon, improving air quality and tackling fuel poverty among other things, and is intended to ensure all Council new build properties provide excellence and innovation in design, meet current and future demand and supports the wellbeing of Tenants through good use of space and reduced running costs.

Some aspects of the Leeds Standard which are especially relevant here are:

- Our new homes will be designed to be flexible and able to be reconfigured in future if required to adapt to families' changing needs. For example to easily accommodate adaptations such as through floor lifts, tracking hoists (bedroom to bathroom) stair lifts.
- Design solutions will provide highly energy efficient properties (between 25 – 30% better than current Building Regulations U Values i.e. better insulated walls, floors, ceilings, roof, doors and windows, and efficient space and hot water heating systems. This will help minimise running costs for Tenants and the Council/Landlord, significantly contributing to addressing fuel poverty and broader sustainability agendas.

We far exceed current legislative standards and requirements – our standards exceed current Building Regulations in most areas, we have core strategy policy that that includes EN1 (Carbon reduction) and EN2 (Renewable energy), we apply a range of supplementary design standards such as Secured by Design and we apply principles of Lifetime Homes just to name a few.

Consultation and engagement activities

These proposals have been developed in consultation with the Council's Executive Member for Communities, and have also been shared with relevant local ward members.

Housing management have also been consulted are very supportive.

Once each scheme has been approved for delivery, a full programme of member and tenant engagement will be delivered by each project.

We will also look to ensure we seek views from residents and minority groups across Leeds through existing channels of consultation and communication.

- **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)

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- As noted above, these proposals seek to facilitate an increase in appropriate housing supply to meet locally identified gaps in provision in these specific locations. The proposals seek to facilitate an increase in Extra Care supply to meet current and predicted localised gaps in provision across the city.
- As a result of the geographical location of the new homes and the local demographics, and as a result of the fact the new homes will be housing of certain types and sizes, the new homes will benefit certain equality groups more than others. However no diversion of resources from other equality provision is anticipated.
- The homes will be offered to tenants for affordable rent which will have positive implications for equality groups who are economically disadvantaged and will help to alleviate housing challenges facing people of all ages, genders and ethnicities.
- The specification of the new homes will also contribute to tackling fuel poverty, and improving health and well-being for the tenants.
- The delivery of the proposed new schemes will provide additional employment and training opportunities for local people managed via the construction contract and will contribute to the regeneration of parts of the city which are currently suffering from underinvestment.

The Council Housing Growth Programme has developed an Equalities Improvement Plan with a view to informing our delivery and ensuring the programme provides housing of the right quality, type, tenure and affordability in the right places to meet the needs of our tenants.

- **Actions**

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

The Council House Growth Team are undertaking a city wide supply and demand review with Housing Management to inform our future delivery, and will seek to contribute to an increase in supply to meet identified gaps in provision city wide. This needs based analysis will also include consideration of equality characteristics in the context of housing needs.

As part of the design process for any future general needs or Extra Care Schemes, the impact on existing communities and neighbourhoods and on the potential new tenants will be considered prior to submitting a planning application. This will include working with local ward members in developing the designs to ensure they meet local housing need, and presenting scheme proposals at local consultation events prior to a planning submission. The schemes will be designed to meet Lifetime Homes requirements to further minimise the requirements for tenants to move should their circumstances change in the future.

A Council Housing Growth Programme Communication Strategy has also been developed to facilitate effective communications with all key stakeholders on individual housing schemes throughout their development. Communications will include, as a minimum, regular briefings to local ward members and neighbouring residents until completion. The contractor will also be required to provide regular updates via newsletters and drop in sessions to ensure the local community are updated on the schemes and the impact of the development is kept to a minimum for existing residents close to the site.

In developing the Extra Care offer both Voice for Older Leeds Tenants and the Leeds Older People's Forum have been consulted are very supportive of the approach we are undertaking to deliver specialist accommodation for older people in Leeds. Both these groups will be key stakeholders ongoing through the delivery of the project. We will also look to ensure we seek views from minority groups across Leeds through existing channels of consultation and communication.

Programme managers will be looking for measurable positive impacts on older people and cross directorate evaluation of existing council owned Extra Care schemes which looks to test the efficacy of the Leeds Model is ongoing.

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
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Mark Denton	Head of Council Housing Growth Programme	11 th June 2019
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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. For record keeping purposes it will be kept on file (but not published).

Date screening completed	
If relates to a Key Decision - date sent to Corporate Governance	30/06/2017
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	