

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: Resources & Housing	Service area: Resources and Housing
Lead person: Katherine Pack-Jagger	Contact number: 0113 37 80827

1. Title: Delivering the Council Housing Growth Programme - (General Needs Housing Bundle One)

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The General Needs Housing Bundle One project will deliver 134 new units in the Killingbeck and Seacroft and Gipton and Harehills areas of Leeds.

The aim of the Council Housing Growth programme is to invest additional resources in social housing to deliver a programme of Council Housing through new build and bringing empty homes back into use as Council Housing. The programme will deliver nearly 1,500 new Council homes. Through this programme the Council aims to build modern homes taking account; design quality, space standards, energy efficiency and modern technology. The scale of this work will not only address significant housing needs in the City but will also help the Council to make a statement about the future of social housing in the City.

A screening document was completed for the overall Housing Growth programme via an Exec Board Report in November 2018. This screening focusses on General Needs Housing Bundle One

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

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)).

Key factors that have been considered

1. In developing the building specification for the project, the wellbeing of tenants has been considered by requiring the designs to provide well designed spaces and reduce energy costs through energy efficient designs.
2. In developing the building specification for the project, the needs of certain groups have been considered. The action taken is set out in the actions section below.
3. In developing the delivery method for this scheme, opportunities to consult with tenants, the local community and ward members have been built in to ensure that their views have been accounted for in the design and construction process.
4. An assessment of the demand for Council properties in these areas has been undertaken. There is demand for 2 and 3 bedroom family houses and 1 bedroom flex and 2 bedroom bungalows in both areas and a demand for 1 and 2 bedroom apartments in the Killingbeck and Seacroft area.

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)

The new homes will have positive implications for equality groups who are economically disadvantaged. The new homes will meet demand from:

- Young working households sharing housing to reduce housing costs
- Students and graduates
- Young couples unable to afford to enter home ownership, or seeking to accumulate a deposit
- Split families arising from divorce/ separation
- The frail and elderly
- Families with children with specific accessibility requirements.

Actions

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

Lettings

The Council's lettings policy provides the overall framework for lettings of Council properties. Local lettings policies allow the council to respond to local needs and have a localised approach to the management of specific property types. Local lettings policies may give preference for offers of accommodation to defined groups of customers, for example, on the basis of their age, employment status or local connection to an area.

The Council wishes to let the new build properties through specific local lettings policies tailored to meet local needs and aspirations.

As well as using information held on the council's housing waiting list, the Council will consider wider demographic projections and economic factors.

Project Scope

The mix of properties to be provided by this scheme has been developed to meet the area demand set out above. There will be a mix of houses (3 and 2 bedroom), bungalows (1 Flex and 2 bedroom) and apartments (1 and 2 bedroom)

1. The specification requires the homes to be designed and built as follows.
 - To comply with policy, legislation and Building Regulations including Accessible Housing Standards 2015 - M4(2) – accessible and adaptable dwellings.
 - To comply with the DCLG's, Technical housing standards – nationally described space standard (NDSS) 2015 which enables properties to be flexible and allow for reconfiguration if required.
 - To be energy efficient so that running costs for tenants are minimised to address fuel poverty.
 - To comply with the 2016 edition of Secured by Design which addresses community safety and security requirements.

Consultation and Tenant Engagement

Tenants will be given an opportunity to comment on sections of contractors' bids through the Tenants' Procurement Group. This group has been established for housing tenders.

Tenants will also be consulted at various stages as the successful contractor develops their designs. This will involve commenting on site layouts, room layout drawings (particularly kitchen and bathrooms), on proposed materials and fixtures and fittings. The project team will use existing tenant forums in the area to do this.

The Killingbeck and Seacroft and Gipton and Harehills communities will be involved in decision-making through the statutory planning processes.

The contractor may be invited to attend meetings of local groups such as Tenant and Resident Associations or Community Committees, to discuss any matters arising in relation to the construction works.

Equality populations will be made aware of opportunities to access affordable housing through support agencies, private sector agents and community and faith organisations who can assist and ensure that promotional materials are appropriate, with community languages available on request.

Communication methods will include:

- Written communication - Using plain English/simple language as information could be shared amongst local community groups, people with a disability (i.e. a visual impairment).
- Face to face communication - Holding meetings at accessible locations in well-lit meeting rooms, preferably a location that is easy to reach by public transport.
- Different methods of presentation - Plain English in Powerpoint presentations/handouts. The language used will be appropriate for the audience, graphics or pictures will be used to help people understand the information.

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:	NA
Date to complete your impact assessment	NA
Lead person for your impact assessment (Include name and job title)	TBC

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name and title	Date
Mark Denton (Head of Programme Resources & Housing)	
Date screening completed	14/03/2019

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).

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate	Date sent: 15/03/2019
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: