

# 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.

<b>Directorate: Resources &amp; Housing</b>	<b>Service area: Council Housing Growth Programme</b>
<b>Lead person: Ruth Turnbull</b>	<b>Contact number: 0113 378 2815</b>

1. Title: New build Council Housing in Middleton – Throstle Recreation Ground and the former Middleton Skills Centre site
Is this a:
<input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other
<b>If other, please specify</b>

<b>2. Please provide a brief description of what you are screening</b>
<p><b>Throstle Rec and Middleton Skills - Council Housing Growth Scheme</b></p> <p>This scheme is part of the Council Housing Growth Programme which seeks to deliver 1,500 new homes in the next five years, in line with Best Council Plan targets to increase the number of new affordable homes and to support sustainable and inclusive growth.</p> <p>This development also includes the delivery of Extra Care Housing. An Equality, Diversity, Cohesion and Integration (EDCI) screening was completed in 2017 which looked at the potential impact of the delivery of up to 200 new Extra Care homes on equality, diversity, cohesion and integration as part of the wider Council Housing Growth Programme (CHGP). The proposals reflect differences in need in relation to existing and predicted supply of Extra Care housing across the city's</p>

neighbourhoods and seek to facilitate an increase in supply to meet current and predicted localised gaps in provision. This EDCI screening document was been updated for the Executive Board in December 2018.

A screening document was completed for the overall Housing Growth programme on 4 June 2019 and this was appended to the June 2019, Executive Board report which set out proposals for the delivery of housing at additional sites across the city. The report included the sites covered by this screening.

The Throstle Rec and Middleton Skills scheme, includes two sites and will deliver 174 new homes:

Throstle Rec – 60 unit extra care scheme (mix of 1 bed flexi and 2 bed apartments), 16 wheelchair accessible bungalows (1 bed flexi) and 76 general needs homes (mix of 2,3 and 4 bed houses)

Middleton Skills – 22 general needs homes (mix of 2 and 3 bed houses)

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.

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.

### 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. 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?	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"> <li>Eliminating unlawful discrimination, victimisation and harassment</li> <li>Advancing equality of opportunity</li> <li>Fostering good relations</li> </ul>	X X	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)

In assessing the impact of the proposed programme of new housing on equality, diversity, cohesion and integration the EDCI screening has been informed by a number of key considerations:

##### **Scope of the proposal**

- The proposed scheme would deliver approximately 174 new homes, incorporating general needs housing, extra care housing and housing for working age adults with physical or sensory impairments. All properties will be for rent.

##### **General Needs**

- 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.
- An assessment of the demand for general needs Council properties in these areas has been undertaken. There is demand for family homes in Middleton.
- All general needs homes will be built to M4(2) Accessible and Adaptable dwelling standard.
- 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 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.

### **Extra Care**

- 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.

### **Working Age Adult Bungalows**

- The 16 bungalows on the site will be built to M4 3 wheelchair accessible standards. The properties will be allocated as Working Age Adult accommodation for working age adults with a physical or sensory impairment.
- The bungalows will be allocated on a needs basis via an allocations panel.

### **Supply and Demand – Extra Care**

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.

### **Supply and Demand - Working age adult bungalows**

Adults and Health are currently developing a methodology to analyse the supply and demand for the Working Age Adults (WAA) portfolio at a Ward level utilising Leeds City Council (LCC) and Clinical Care Group (CCG) commissioning/contracting data. However initial analysis at a city level has suggested there is an unmet demand across city for the WAA portfolio especially for those with Physical and Sensory Impairments (PSI). This is emphasised by the number of out of area placements due to the lack of supply within the city.

### **Design & Ethos – Extra Care**

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.

### **Design & Ethos – General Needs**

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.

Adults & Health and 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)

- These proposals seek to facilitate an increase in appropriate housing supply to meet locally identified gaps in provision in these specific locations. These proposals seek to facilitate an increase in Extra Care and Working age adult 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, right 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)

#### **Housing Supply**

The Council Housing 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.

### **Design – Extra Care**

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.

### **Communication**

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.

### **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.

### **Specification**

The mix of properties to be provided by this scheme has been developed to meet the area demand.

The specification requires the homes to be designed and built as follows:



- To comply with policy, legislation and Building Regulations
- To comply with the DCLG's, Technical housing standards
- To be energy efficient so that running costs for tenants are minimised to address fuel poverty.
- To comply with Secured by Design which addresses community safety and security requirements.

### Community Engagement

As part of the design process for the future housing scheme, the impact on the local community and neighbourhood and on the potential new tenants will be considered prior to submitting planning applications. This will include working with ward members in developing the designs to ensure they meet local housing needs, and presenting scheme proposals at local consultation events prior to planning submission.

**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
Mark Denton	Head of Council Housing Growth Programme	14/10/19
<b>Date screening completed</b>		14 <sup>th</sup> October 2019

### 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:
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: