

# 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: Resources &amp; Housing</b>
<b>Lead person: Wendy Myers</b>	<b>Contact number: 0113 37 82815</b>

**1. Title: Council Housing Growth Programme – Off the Shelf New Build Property Acquisitions**

Is this a:

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

**If other, please specify: Acquisition of Off the Shelf New Build Properties for Council Housing**

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

The Council Housing Growth Programme has set itself a challenging target to deliver a minimum of 300 new council homes a year going forward on an ongoing basis as part of our direct contribution to an overall affordable housing target of 1,230 homes p.a. across the city from 2019.

This will be achieved predominantly via a substantial new build programme, but will also be complemented by a smaller programme of property acquisitions. The council already has an active property buyback project which has, to date, purchase 37 former council properties, to return them to council stock.

This new initiative will see the Council expanding its property acquisition activities to include off the shelf new build acquisitions from developers, with a view to them

being added to council housing stock and let to council tenants at affordable rents.

Housing is one of the Best City priorities as set out in the Best Council Plan, and this programme will directly support the following priorities by delivering additional social housing stock:

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

The programme will also directly contribute to ensuring that “everyone in Leeds Live(s) in good quality, affordable homes, in clean and well cared for places” which is one of the target outcomes set out in the Best Council Plan.

### 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	

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 screening exercise was completed for the overall Council Housing Growth Programme (and submitted to Executive Board in November 2018). Equality screenings are also completed for each new project as it progresses to consider the specifics of each scheme.

##### **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 proposed property purchases will have positive implications for equality groups who are economically disadvantaged, by providing homes at genuinely affordable rents.
- The homes to be purchased will be selected by reference to the demand / shortages of specific types and sizes of council properties in particular areas - to meet the needs of those on the Housing Register.
- We will consider the needs of potential tenants and consult with local ward members on each opportunity as it arises to ensure any properties we purchase are aligned to locally defined needs.
- The council will ensure that the building specification for all homes purchased is such that it will contribute to reducing fuel poverty via their energy efficient design and reduced running costs.
- Lettings will be by reference to a local lettings policy – allowing the council to respond to local needs and to take a localised approach to the management of specific property types. This gives the council an opportunity to give preference, where appropriate, to defined groups of customers, for example, on the basis of their age, employment status or local connection to an area.

##### **Actions**

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

Via ongoing engagement and consultation with key stakeholders.

**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	20 <sup>th</sup> February 2020
<b>Date screening completed</b>		20 <sup>th</sup> February 2020

**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>	09/03/20
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: