

# 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: Ian Frobisher</b>	<b>Contact number: 07891 276531</b>

**1. Title: Council Housing Growth** – purchase of 1 bedroom properties for use as Council housing – part of the Next Steps Accommodation Programme.

Is this a:

Strategy / Policy

Service / Function

Other

**If other, please specify:**

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

As part of the 'Everyone In' initiative, approximately 15,000 people nationally, who were sleeping rough, in unsafe communal settings or at imminent risk of rough sleeping were placed into emergency accommodation during the COVID-19 pandemic.

As part of the Next Steps Accommodation Programme (NSAP), the Council Housing Growth programme is looking to acquire 20x1 bedroom properties dispersed across the City to provide additional capacity in the housing stock for people who are homeless / rough sleeping. Properties shall be purchased either as part of the Councils current "buyback" project or directly from the open market. Potentially suitable areas for acquisitions will be determined by reference to the availability of relevant support services and other amenities in the nearby area.

The properties will be owned and managed within the Council's HRA. For the period of the programme priority will be for people who are recovering from rough sleeping. Support will be provided by a dedicated Housing Navigator Support team. The Housing Navigators will support people who have previously been sleeping rough into an independent, LCC Next Steps Accommodation specified tenancy, and help them to improve their personal and social skills and enable them to build their resilience to sustain their tenancy and live positively within the community. At the end of the programme the properties will be let as part of the council's housing stock.

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; and
- Providing the right housing options to support vulnerable residents to remain active and independent.

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; and
- Number of affordable homes delivered.

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.

<b>Questions</b>	<b>Yes</b>	<b>No</b>
Is there an existing or likely differential impact for the different equality characteristics?	Y	
Have there been or likely to be any public concerns about the policy or proposal?		N
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		N
Could the proposal affect our workforce or employment practices?		N
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>	Y	

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)

Leeds have an identified shortage of available one bedroom properties, with their own front door, to provide accommodation for people who have been rough sleeping but who want to have their own property. This need has been clearly identified by Dr Gill Kelly's gap analysis and evaluation of emergency accommodation in Leeds (July 2020). This sought the views of rough sleepers and people currently in emergency accommodation. 81% expressed the wish to live in a single unit property and therefore the capital aspect of the bid directly reflects this.

This forms part of our aspirations in Leeds to further develop a blended 'housing offer', including enhancing and developing 'housing first' models in the city. A key aspect to be able to delivery on this aspiration is to increase capacity and variety in our accommodation for this client group.

**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 proposal will have a positive impact on vulnerable rough sleepers. It will offer good quality supported accommodation for up to a period of 2 years that will meet the following objectives:

- To **prevent** vulnerable people from starting to sleep rough
- To **intervene** rapidly when vulnerable people start to sleep rough to help them off the street
- To promote a person's **recovery** once they are off the street to build positive lives that stop them retuning to rough sleeping

**Actions**

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

The role of the Housing Navigator is to integrate clients into the community they are rehoused in.

The Housing Navigators will be skilled to work with people who display challenging behaviour which may make it difficult for them to establish relationships at any level and the navigator will work with them to overcome the barriers they face.

They will work closely with Housing Management and Housing Options to enable the client to sustain the supported accommodation.

**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	10 <sup>th</sup> November 2020
<b>Date screening completed:</b>		

## 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: 9 <sup>th</sup> December 2020
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: