

# 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: Adults and Health and Resources and Housing</b>	<b>Service area: Service Transformation Team/Neighbourhood Services</b>
<b>Lead person: Chris Capitano and Mandy Sawyer</b>	<b>Contact number: 88273/ 76430</b>

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

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Is this a:

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

**If other, please specify**

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

In July 2017 Executive Board approved proposals for the delivery of extra care housing for older people across the City as part of the Council House Growth Programme and to support the Better Lives Programme. This included approving a £30 million budget and three sites to deliver up to 200 new Council extra care homes and a significant number of private extra care homes.

As part of this wider programme the North Yorkshire County Council (NYCC) Extra Care procurement framework was also used to appoint a consortium of Home Group and Morgan Sindall Later Living was appointed in November 2018 to design, build and operate four schemes across four council owned sites approved for the development of extra care housing by Executive Board. All four schemes will have 100% affordable which significantly exceeds the local planning requirements of up to

35% affordable housing per scheme. The Council will have 100% nomination rights on the affordable rented units in the first year, followed by 75% nomination rights thereafter. This will be subject to a nominations agreement. The first scheme is due to complete in summer 2021, with three other schemes completing in 2022 and 2023.

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.

### 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"> <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 initial Equality, Diversity, Cohesion and Integration (EDCI) screening was completed in June 2017 and updated in November 2018. This looks 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:

##### 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

##### 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 2017 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.

The resident profile in these areas indicate a higher prevalence of Care and Housing Need and a greater requirement for Social Rented Housing due to lower levels of disposable income and available capital through equity release. As such these areas have been recommended as 'rental' only and more units for the social rented sector would be required, which may be more likely to be developed by the Council. This modelling should allow the market to develop the right type of accommodation in the right parts of the city.

### Evaluation

A New Build Design Questionnaire will be completed by residents to all new Extra Care schemes in order to capture their views on the design of their new homes to understand which aspects of home design are the most important to them. This feedback will inform the design ethos on future Extra Care provision and capture any lessons learned from the current development.

- **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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The proposals reflect differences in need in relation to existing and predicted supply across the city's neighbourhoods. The proposals seek to facilitate an increase in supply to meet current and predicted localised gaps in provision across the city. No diversion of resources from other equality provision is anticipated, since funding is likely either to come via dedicated, specialist routes, or benefit from commercial sector investment.

- **Actions**

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

As part of the design process for any future Extra Care Scheme, 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 consultation events (be they in person or online) 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.

As part of the overall CHGP, a Communication Strategy has been developed to ensure that effective communications with all key stakeholders on individual scheme proposals are maintained throughout the programme and is subject to ongoing review. Recommendations from this strategy will be utilised to inform the need for any further key stakeholder communication/ consultation in respect of the delivery of new Extra Care Housing. This will include, as a minimum regular briefings to local ward members and neighbouring residents until the completion of any proposed schemes. The appointed contractor will also ensure regular updates via newsletters and drop in sessions to ensure the local community are updated on the scheme and the impact of the development is kept to a minimal for existing residents close to the site.

We will also look to ensure we seek views from minority groups, including older people's 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.

As site specific proposals come forward, managers will undertake project specific EDCI screening as part of all future procurements and action plans that will look in detail at potential EDCI impacts.

Expansion of the Extra Care housing sector, as part of the retirement housing sector

more generally, could help to alleviate housing challenges facing people of all ages. Older people are now more likely than ever to be resident in housing that may not best fit their needs due to the lack of adequate housing available. Expanding the Extra Care housing sector, as part of an effort to grow and diversify the older people's housing market, could help all.

The delivery of new Extra Care Housing developments across the city will also 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.

**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

**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](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

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