

# Equality, Diversity, Cohesion and Integration (EDCI) 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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

<b>Directorate:</b> Communities, Housing and Environment	<b>Service area:</b> Housing Leeds
<b>Lead person:</b> Helen Gibson	<b>Contact number:</b> 0113 37 85825

**1. Title:** Kingsdale Court – approval of the suspension of lettings, and the re-housing of residents

Is this a:

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

**If other, please specify**  
 Housing tenancy and property management activity now that the council has acquired the leasehold of 40 flats in Kingsdale Court in Seacroft.

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

Following consideration by the Executive Board in February 2021, decisions have now been taken and enacted to acquire the leasehold of 40 flats in Kingsdale Court in Seacroft (see background papers). 5 of these properties have tenants, the remaining 35 are empty and have been for over eight months.

This is part of a co-ordinated response across council and partner services to resolve acute neighbourhood management issues and extremely poor housing conditions that have blighted the surrounding neighbourhood for at least the last decade. The aim is to work alongside our partners to assemble the whole site for development, in order to support our council aim of residents living in good quality homes. In the future additional flats on this site may also be brought into council ownership.

The recommended decisions and approach will enable us to secure our empty properties on the site, and help the residents of the five tenanted properties find new homes. The proposals are to:

- a) Approve the suspension of lettings to the 40 flats in Kingsdale Court that, and the removal of voids from charge, as and when properties are vacant;
- b) Approve the suspension of lettings to any further flats in Kingsdale Court if acquired by the council in future, together with the removal of any voids from charge;
- c) Approve Home Loss and Disturbance payments and reasonable expenses to be made to qualifying residents in Kingsdale Court, funded by the Housing Revenue Account (HRA); and
- d) Approve re-housing and the award of priority status for remaining tenants in Kingsdale Court flats acquired by the council.

### 3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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?	Yes	
Have there been or likely to be any public concerns about the policy or proposal?		No
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect our workforce or employment practices?		No
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>		No

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)

Local residents of Boggart Hill. Consultation with local residents shows that Kingsdale Court has proved a major ongoing source of concern for the community, particularly in terms of housing, crime and anti-social behaviour.

The most significant impact of the proposals will be on the tenants (5 households) that remain in the 40 flats (and any other tenants or residents of Kingsdale Court that may become our tenants in future). This area will be the focus for the full assessment. We need to find out more about our new tenants and their needs. From previous Housing experience we recognise that some tenants may need bespoke support packages to be developed with them to ensure that their requirements are fully considered throughout the rehousing process.

Ward councillors - The three local ward members have been consulted throughout the ongoing process that this activity is a part of, and are fully supportive of the acquisition of the portfolio of flats and the wider site assembly.

- **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)

To be further developed at impact assessment.

It is envisaged that, beyond the initial disruption, the impact on current tenants will be largely positive because they will be relocated from accommodation that falls below standards required into safe and good quality homes.

- **Actions**

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

To be further developed at impact assessment.

The rehousing process will be centred on the needs of residents, who will be provided with options and choices. Engagement with individual households and tenants will highlight requirements and preferences around their rehousing and support. This will include maintaining existing relationships, such as married/cohabiting couples or local links to the area.

Where they qualify, statutory payments will also be made to residents by way of compensation and to cover costs incurred as a result of the move.

**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:	July 2021
Date to complete your impact assessment	August 2021
Lead person for your impact assessment (Include name and job title)	Jamie Martin, Area Housing Manager

**6. Governance, ownership and approval**

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

Name	Job title	Date
Helen Jackson	Head of Housing Projects, Contracts and PFI	13 July 2021
<b>Date screening completed</b>		13 July 2021

**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: n/a
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent: July 2021
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: n/a