

# Equality and diversity / cohesion and integration



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: Resource &amp; Housing</b>	<b>Service area: Housing Leeds</b>
<b>Lead person:</b>	<b>Contact number:</b>

**1. Title:** BITMO 2021-22 Rebuilding Gable walls and replacement of wall ties to Riley timber framed properties on Broom Nook, Broom View and Broom Mount on the Belle Isle Estate, Belle Isle.

Is this a:

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

**If other, please specify**

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

This screening exercise is to consider the impact of the procurement exercise associated with the rebuilding of gable walls and replacement of wall ties to Riley properties on Broom Nook, Broom View and Broom Mount, Belle Isle with regards to equality, diversity, cohesion and integration. Although the procurement function will not directly involve input from the residents of Belle Isle direct, consultation has taken place with the Full Board to understand how the work stream related to this exercise will impact on residents. Primarily it will ensure that tenants who live in property were some parts of the construction are failing and need to be replace elements which are defective are not disadvantaged by the proposals which form part of a longer term plan to ensure all properties managed by BITMO are maintained in an equitable manner for all residents.

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### 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?		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, & Diversity / Cohesion & Integration screening exercise has been carried out for this contract. The proposed contract is based upon pre-determined criteria i.e. the need to replace systems/appliances beyond economical repair rather than any direct assessment of the tenants themselves.

Tenant information is available to the contractors that will ensure services are delivered without prejudice and without delay where extenuating circumstances occur. Furthermore the contract details that contractors must have provision, or if not, be able to utilise Client/third party provision should the need arise to deliver their services successfully and therefore not discriminate directly or indirectly in the course of their works.

Positive impacts have been considered and discussed with the view to the contract directing a focus on certain specific outcomes in terms of the possibility of engaging localised labour and work experience for young adults connected with the South Leeds Academy.

- **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)

#### 1.1 Equality and diversity / cohesion and integration

EDCI was undertaken as part this procurement exercise.

The replacement of the wall ties and rebuilding of defective gables are governed by the fact that there is an obligation as a landlord to comply with the Regulations, are based upon pre-determined criteria i.e. the need to replace parts of a property or appliances that are beyond economical repair or are defective, rather than any direct assessment of tenants themselves.

- **Actions**

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

Positive impacts have been considered and discussed with the view to the contract directing a focus on certain specific outcomes in terms of the possibility of engaging localised labour and work experience for young adults connected with the South Leeds Academy.

**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:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

**6. Governance, ownership and approval**

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

Name	Job title	Date
<b>Date screening completed</b>		

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## 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: