

## 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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

<b>Directorate:</b> City Development	<b>Service area:</b> Regeneration
<b>Lead person:</b> Adam Brannen	<b>Contact number:</b> 0113 37 87711

### 1. Title: Executive Board Report

Housing Estate Redevelopment at Sugar Hill Close & Wordsworth Drive, Oulton

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 document is in relation to the 'Housing Estate Redevelopment at Sugar Hill Close & Wordsworth Drive, Oulton' report which is due to be discussed by Executive Board on 20<sup>th</sup> October 2021.

The report provides details of how the Council is responding to issues arising from the proposed redevelopment of the privately owned housing estate at Sugar Hill Close and Wordsworth Drive, Oulton.

Specifically it sets out why it the Council believes it is not possible to acquire, retain and refurbish the current housing and as a consequence of this what actions can be put in place to support tenants during a time of significant uncertainty and ensure the best

possible alternative outcomes for them through the delivery of new, high quality affordable housing at the site that they would be able to move to upon its development.

### 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)

The Council is not party to detailed personal or demographic information about the tenants of the privately owned estate, which would enable a full consideration of EDCI impacts. However it is understood that there are families with children, older people and some people with underlying health issues and it is noted that the impact of the no fault evictions undertaken by the private landlord could be experienced in different ways. The report sets out how the Council can assist where there is an application for assistance under risk of homelessness and the case-worker support that can be offered through personal housing plans that will assess individual circumstances.

• **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)

As the Council is not party to detailed personal or demographic information about the tenants of the privately owned estate it is not currently possible to assess differential impacts for different equality characteristics. It is however recognised that through the legal actions of the private landlord there is a strong likelihood of long standing social-ties and community relationships being severed, which may have an impact on the health and well-being of individuals affected in different ways.

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

The preferred way forward set out in the report is based on the ability to secure additional affordable housing in the development of the site, providing opportunity for displaced tenants to bid through a local lettings policy for advertised homes, which would give preference to the longest established tenants of the current estate, taking into account their individual housing needs at the time. If there are matters relating to equality characteristics that inform housing need these would be considered at that time. If displaced tenants are able to secure a letting under these arrangements this may enable some re-establishment of previous community relationships. The Council is not able to guarantee all former tenants would be rehoused under these arrangements.

**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
Adam Brannen	Head of Regeneration	07/10/21
<b>Date screening completed</b>		07/10/21

### 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: 8.10.21
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: