

Appendix 4 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.

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| Directorate: City Development | Service area: Asset Management & Regeneration |
| Lead person: Clare Wiggins | Contact number: 0113 535 1237 |

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| Title: Leeds Affordable Housing Growth Partnership Action Plan 2022-25 | | |
| Is this a: | | |
| <input checked="" type="checkbox"/> Strategy / Policy | <input type="checkbox"/> Service / Function | <input type="checkbox"/> Other |
| If other, please specify | | |

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| 2. Please provide a brief description of what you are screening |
| <p>The Leeds Affordable Housing Growth Partnership Action Plan (LAHGPAP) 2022-25 has been screened for its Equality, Diversity, Cohesion and Integration impacts.</p> <p>The LAHGPAP outlines the contribution of the Council and its partners to unlocking affordable housing growth and seeks to increase the scale and pace of affordable housing delivery in Leeds for all residents who need an affordable home. It sets out the high-level strategy for the city for the next three years (2022-25) in terms of affordable housing provision, across several themes. The LAHGPAP recognises the contribution the Council and its partners have made in delivering affordable homes over the last 10 years and sets a route map for a step change in delivery numbers to meet the city's affordable housing needs, with around 750 new affordable homes per year projected over the next 3 years. This includes the Council's own new housing programme, which aims to deliver 1,500 homes by 2025.</p> |

Whilst seeking to increase overall quantity of affordable housing delivery, the plan seeks to promote the right mix of housing in the most sustainable locations to meet need. The plan has due regard to the nine protected equality characteristics and promotes specific types of affordable housing to address bespoke needs, for example Extra Care for older residents, properties for families with children with disabilities and an affordable housing scheme which is LGBTQ+ affirmative.

The plan aims to deliver against the following Council's Equality Improvement Priority:

Ensure that consideration of equality and the characteristics protected by law is a key focus of our delivery of Housing services with a focus on:

- *delivering a housing growth programme that provides housing of the right quality, type, tenure and affordability in the right places*
- *providing the right housing options to support older and vulnerable residents to remain active and independent*
- *improving energy performance in homes, reducing fuel poverty*
- *minimising homelessness through a greater focus on prevention*

The plan recognises the significant role Registered Provider (RP) partners and developers play in the city alongside the Council, Homes England and West Yorkshire Combined Authority. Meeting our affordable housing challenges requires a collective and collaborative approach to unlocking transformative change and meeting the needs of our residents.

Registered Providers who have been working collaboratively with the Council in developing the LAHG are all signed up to the Leeds Affordable Housing Framework, with prerequisites of membership of the framework being that they are regulated by the Regulator of Social Housing (RSH) and are therefore committed to having regard to equalities considerations. During the detailed application stage of the RSH registration, the RSH gains assurance that the applicant meets requirements of equalities legislation via its constitutional arrangements. It does this by examining equalities-related information as part of the registration process for applicants and addressing any such issues prior to registration

Given the above, the EDCI screening has confirmed that a full Equality Impact Assessment (EIA) is not required based on the likely impact on protected characteristics, although equality impacts will continue to be monitored as the plan is implemented and reviewed through individual projects, investments and initiatives.

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

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| 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"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations | | 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)

- **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)

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

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 | 19/08/2022 |
| Date screening completed | | 17/08/2022 |

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 for record.

Complete the appropriate section below with the date the report and attached screening was sent:

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| For Executive Board or Full Council – sent to Governance Services | Date sent: 22/08/2022 |
| For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate | Date sent: |
| All other decisions – sent to equalityteam@leeds.gov.uk | Date sent: |