

Appendix 3

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.

Directorate: Resources & Housing	Service area: Council Housing Growth Programme
Lead person: Mark Denton	Contact number: 07891 278062

1. Title: Council Housing Growth Programme update

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The current phase of the Council Housing Growth Programme identifies delivery of around 1,115 homes by 2025. With over 550 of these homes currently either delivered or already in construction, delivery options for the remainder of the programme are currently under consideration. This includes consideration of the type and size of housing that is built, any specialist needs to be addressed, and the rent setting strategy for the homes.

The programme aims to address 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, and for those with additional housing needs for example requiring adaptations or extra care, as

highlighted through the Core Strategy requirement for Affordable Housing provision.

Housing has been identified as one of the Best City priorities. The programme directly contributes to delivering the Leeds Best City Ambition pillars of Health & Wellbeing and Zero Carbon by:

- 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 programme will also directly contribute to the achievement of a number of the key performance indicators the Council will use to measure success including;

- Growth in new homes in Leeds
- Number of affordable homes delivered
- Improved energy and thermal efficiency performance of houses
- Number of households in fuel poverty

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. 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"> • 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)

In assessing the impact of the proposed programme of new housing on equality, diversity, cohesion and integration the EDCI screening has been informed by a number of key considerations:

Who is likely to be affected

- The locations of these schemes have been determined largely by available land supply, rather than based on a city-wide needs assessment. Developable land is limited in Leeds so all available sites are considered.
- We have engaged housing management to understand how best to utilise each site in terms of appropriate unit sizes and types to meet local need and demand. Ward members views are also sought as part of this process.
- As a result of the geographical location of the new homes and the local demographics, and as a result of the fact the new homes will be of certain types (general needs, extra care and accessible bungalows) and sizes, the new homes will benefit certain equality groups more than others.
- The homes will be offered to tenants for affordable rent which will have positive implications for equality groups who are economically disadvantaged, especially in areas where affordable housing is in short supply.
- The specification of the new homes will also contribute to tackling fuel poverty and improving health and well-being for the tenants.
- Extra Care housing provision aims to meet the housing needs of older residents who have additional care needs; this specialist provision helps address a shortage of suitable housing in the city, and also potentially helps free up general needs housing.

Equality related information/ gaps in information and plans to address

- The Council Housing Growth Programme is essentially a developer of new homes, which are delivered to Housing Management on completion of each project. Housing Management's own allocations policy will determine the ultimate beneficiaries of what we deliver, ie the tenants to whom the homes are allocated. The scope of this equality screening therefore only includes the impact of the CHGP processes by which we

determine where to develop, and the type of homes we develop on these sites, i.e. excluding the allocations process.

- The Council Housing Growth Programme use a New Sites process to consider housing need in each ward. Housing Management supply a Housing Demand Report for each quarter which indicates the level of demand for each house size in each ward. This is used to help determine what type (and size) of housing to deliver.
- Housing management indicate specific local needs and also gaps in availability in each area, for example a shortage of one-bedroom flats which could also help free up larger properties. In this way, the programme will seek to contribute to an increase in supply to meet the identified gaps in provision city wide.
- Site assessment also takes account of the Site Allocation Plan and Planning Services assessment of local housing need.

Tenure Mix and rental strategy

- The overriding need identified by Housing Management is for good quality affordable homes for rent. Other affordable homes meeting the requirements of other tenure groups are generally met by other providers, principally Registered Housing Providers.
- Newly constructed homes are offered at affordable rent (80% of market) and property acquisitions of existing homes, particularly ex-Council stock under Right of First Refusal purchases are offered at social rents (around 50% of market).
- The strategy for setting rents for the new homes is currently under review, to ensure that the rents charged support the viability of the programme while still offering genuinely affordable housing.
- Some sites are particularly costly to develop, and a programme wide rental strategy will ensure that the costs of any site remediation are spread programme wide, so as not to create inequities in rent across schemes.
- New homes are built to high energy efficiency standards to support lower running costs and to help mitigate the effects of increased energy prices on our tenants, who are more likely to be affected by fuel poverty.

Design & Ethos

- The new homes will comply with all mandatory and statutory requirements including Planning and Building Control standards, and all relevant British Standards and Codes of Practice current at the date of tender.
- The building specification has already been adapted to support the introduction of low carbon measures in support of our wider city ambitions, with higher levels of insulation and other improvements which support the different strands of the Best Council Plan.
- Some aspects of our output specification which are especially relevant here are:
 - Many tenants require adapted homes, which are not usually offered in the private market.
 - Some of our new homes will be designed to be flexible and able to be reconfigured in future if required to adapt to families' changing needs. For example to easily accommodate adaptations such as through floor lifts, tracking hoists (bedroom to bathroom) stair lifts.
- High design standards will provide highly energy efficient properties, with better insulated walls, floors, roof, doors and windows, and efficient space and hot water

heating systems. This will help minimise running costs for tenants and the Council, significantly contributing to addressing fuel poverty and broader sustainability agendas.

- Our building specification is currently under review to ensure ongoing value for money, however maximising energy performance for these homes will remain a key driver.

Consultation and engagement activities

- The introduction of the additional sites proposed in the accompanying report have been discussed with local ward members and their comments reflected.
- The introduction of these sites and revised viability and rent setting proposals have been considered and supported by the Council's Executive Members for Infrastructure and Climate and for Environment and Housing.
- Housing management are supportive of the programme's proposals and are consulted throughout.
- Once each individual scheme has been approved for delivery, a full programme of member and tenant engagement will be delivered by each project.
- We will also look to ensure we continue to seek views from residents across Leeds through existing channels of consultation and communication.

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 noted above, these proposals seek to facilitate an increase in appropriate housing supply to meet locally identified gaps in provision in these specific locations.
- As a result of the geographical location of the new homes and the local demographics, and as a result of the fact the new homes will be housing of certain types and sizes, the new homes will benefit certain equality groups more than others. However no diversion of resources from other equality provision is anticipated.
- The homes will be offered to tenants for affordable rent which will have positive implications for equality groups who are economically disadvantaged and will help to alleviate housing challenges facing people of all ages, genders and ethnicities.
- The specification of the new homes will also contribute to tackling fuel poverty and improving health and well-being for the tenants.
- The delivery of the proposed new schemes will provide additional employment and training opportunities for local people managed via the Social Value outcomes within the construction contract and will contribute to the regeneration of parts of the city which are currently suffering from underinvestment.

Actions

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

Wider Needs Analysis / Priority Setting

- As noted above, the Programme seeks input from Housing Management regarding each new available site, to inform our future delivery, and will seek to contribute to an increase in supply to meet identified gaps in provision city wide.

Communications

- The Council Housing Growth Programme Communication Strategy has been developed to facilitate effective communications with all key stakeholders on individual housing schemes throughout their development. Communications will include, as a minimum, regular briefings to local ward members and neighbouring residents until completion.
- The contractor will also be required to provide regular updates via newsletters and drop in sessions to ensure the local community are updated on the schemes and the impact of the development is kept to a minimum for existing residents close to the site.
- Communications will highlight the benefits the schemes offer, including high quality, affordable new homes for local people, social value, improvements to green space etc.

Community Engagement

- As part of the design process for all future housing schemes, the impact on existing communities and neighbourhoods and on the potential new tenants will be considered prior to submitting planning applications. This will include working with local ward members in developing the designs to ensure they meet local housing needs and presenting scheme proposals via online consultation events prior to planning submission.

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
Mark Denton	Head of Council Housing Growth Programme	12 th August 2022
Date screening completed		12 th August 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:

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