

Equality, Diversity, Cohesion and Integration Impact Assessment



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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Communities, Housing and Environment and City Development	Service area: Housing Leeds/ Housing Management and Council Housing Growth
Lead person: Madeline Edwards/Mark Denton	Contact number: 07891278062
Date of the equality, diversity, cohesion and integration impact assessment: 21/05/2021	

1. Title: To consider the future of the maisonette block on the Highways housing site in the Killingbeck area of East Leeds and receive an update on progress with the redevelopment proposals for the site residents.

Is this a:

Strategy /Policy
 Service / Function
 Other

If other, please specify
 The recommendations of this report are being made as part of the project considering the future of the maisonette block on the Highways site in the Killingbeck area of east Leeds and the implications on the local residents.

The project will contribute towards the council's housing priorities highlighted in the Best Council Plan, in particular; providing housing of the right quality, type, tenure and in the right places, improve housing quality and standards and improve energy performance in homes, reducing fuel poverty.

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Madeline Edwards	Leeds City Council	Head of Housing Management
Mark Denton	Leeds City Council	Head of Council Housing Growth

3. Summary of strategy, policy, service or function that was assessed:

The council owns and manages the maisonette block on the Highways housing site in the Killingbeck area of east Leeds. The block consists of 12 x 3 bedroom homes over 4 floors, and are of concrete construction from the early 1960s. The blocks have had some improvements undertaken but issues remain around poor access and low energy efficiency and there is little prospect of further investment to bring them up to modern standards required by both the council and Government particularly in relation to those key areas.

Residents have now been consulted about the proposal to include the maisonette block in a comprehensive redevelopment of the Highways site.

The redevelopment of the site will be led by the Council housing growth programme working in partnership with Housing Management and other relevant council stakeholders.

An option appraisal (OA) has been undertaken, taking account of the previous appraisal for the Highways tower block site based on four options. The two main options were comprehensive refurbishment of the blocks; and to demolish the blocks and replace them with new council housing. This assessment informs the decision making between these options, as well as ensuring that all EDCI are considered.

In response to the analysis of the option appraisal, the Director of Director of Communities, Housing & Environment is requested to:

- a) Declare the properties of 122-133 Highways, York Road, LS14 6AR. surplus to requirements;
- b) Agree to take out of charge the properties of 122-133 Highways, York Road, LS14 6AR;
- c) Agree that the buildings on the site of 122-133 Highways, York Road, LS14 6AR should be safely demolished, creating a clear site for future use;
- d) Approve the serving of an initial demolition notice, in line with Housing Act processes, in respect of tenants wishing to exercise their Right to Buy; and
- e) Agree that the site should be developed as part of the Housing Growth programme, enabling new council housing to be built here in the future.
- f) Note that separate reports will follow to deal with the demolition proposals for existing homes and for any proposals for replacement housing under the Council Housing growth programme.
- g) Note that the officers responsible for this report are the Head of Housing Management (Communities Housing & Environment) and the Head of Council Housing Growth (City Development).

4. Scope of the equality, diversity, cohesion and integration impact assessment
 (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	X
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>

Please provide detail:

This is not a strategy and policy decision but it will provide the required decision for the outcome of the future of the two Highways high rise blocks as noted in section 1 & 3 of this assessment.

4b. Service, function, event

please tick the appropriate box below

The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>

Please provide detail:

- A report has been written with the recommendation to demolish the block and replace with new council housing. This approach is strongly aligned with the Best Council Plan.
- All residents of the Highways maisonette block, three local Ward Councillors along with the Executive Member for Communities have been consulted and engaged.
- Internally, Housing Management and Council Housing growth supported by other council officers have been working closely together in relation to the future of the Highways.
- If the decision to demolish and rebuild is agreed, the development will have a positive impact on the surrounding area and other residents adjoining the site.
- Redevelopment and rebuild of the site will have an impact on all EDCI characteristics.

Are there any gaps in equality and diversity information

Please provide detail:

No gaps have been identified in equality and diversity.

Action required:

None specific.

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

No

Please provide detail:

Consultation and engagement

Ward councillors - Three local ward councillors have been closely engaged in the plans over the last few years to improve the blocks, and have been consulted about these decisions and are supportive of the proposals.

Executive Member for Communities (prior to portfolio changes agreed at Annual Council meeting on 20th May 2021) - The previous Executive Member for Communities (Cllr Debra Coupar) was consulted and supportive of the proposals in discussions held prior to the portfolio changes agreed in May 2021.

Residents of the Highways maisonette block have been consulted. This consultation established a preference for the proposal.

Individual letters have been delivered to residents to keep them informed of developments. An information/consultation event was held with residents on 17th May 2021 at the Old Fire Station in Gipton, with transportation provided to residents where required. Following this event, all residents will receive a progress update letter along with a Frequently Asked Questions (FAQ's) document.

Residents will be provided with dedicated support in relation to rehousing.

Action required:

As part of the project, a Communication plan has been developed to ensure regular and effective communications with existing residents and other key stakeholders on the proposals for the future of the Highways. – See action plan.

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

Age

Carers

Disability

Gender reassignment

Race

Religion or Belief

Sex (male or female)

Sexual orientation

Other

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify:

The future of the highways site will have both positive and negative impact to all EDCI characteristics.

If the decision to demolish and rebuild is agreed, during the demolition and redevelopment stages, there will be disruption in the local area e.g. congestion, noise, visual amenity. However, once completed, this will culminate in a positive outcome.

Stakeholders

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify

Potential barriers.

Built environment

Location of premises and services

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

Please specify

- Location and premises of services ticked as to the close proximity of the A64 and any public rights of way.
- Information and communication has been selected to ensure an effective communications plan is established and executed with key stakeholders on the proposals for the future of the Highways blocks.
- Customer Care has been selected as support will be provided for the existing residents who have expressed an interest in returning to the future Highways site.

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

If the approach to demolish the Highways maisonette block and replace with high density, new build council housing is agreed, this strongly aligns with the Best Council Plan Housing priority and this would:

- Replace the existing block that has poor access and energy efficiency standards with modern, energy efficiency homes which aligns to our asset management strategy priorities, 'fit for purpose homes and neighbourhoods'
- Provide housing that enable ease of maintenance with minimal cost, and provide longevity of the structure, fixtures and fittings to minimum life expectancies.
- Provide housing of the right quality, type, tenure and affordability in the right places.
- Provide an opportunity to design and develop housing to suit the modern day living requirements through good use of space and reduced running costs.
- Provide housing built to enhanced M4(2) Accessible and Adaptable OR M4(3)

Wheelchair standards, and meet Nationally Described Space Standards where possible

Action required:

None

8b. Negative impact:

- Trespassers may be attracted to the site when the blocks become unoccupied.
- A section of the A64 may need to be closed and traffic diverted for a short term.
- A public right of way near to the site may have to be closed temporarily.
- Once a final decision on the future of the site has been made, residents who have expressed an interest in returning to the Highways site will either be offered a return to a refurbished property or will be considered for one of the new builds.
- Resident and community safety to be considered whilst planned works are in progress.
- Resident's security will be considered whilst planned works are in progress.
- Standards of the site for Housing Growth need to be adhered.

Action required:

A range of considerations will be taken into account when planning any planned works, so that these are taken forward safely and appropriately. These include:

- It is proposed that each property will be securely sealed once vacated. Net curtains to be fitted to all the windows so that the flats still look occupied.
- LCC will work closely with partners including the police and fire service to ensure that community safety is maintained.
- The range of services and utilities on the site.
- Any positive opportunities for working with the emergency services or other partners.
- The proximity of the A64 and any rights of way - Engagement with LCC Highways and Transportation and LCC Public Rights of Way will be established and if, necessary, the appropriate application/regulation order will be arranged.
- Residents who expressed an interest to return to the future Highways site will be supported with their move.
- A Health and Safety plan will be implemented to ensure residents and the community are safe during planned works.
- Activities will be planned to ensure the flats and site area is secure, e.g.

9. Will this activity promote strong and positive relationships between the groups/communities identified?	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Please provide detail: A new improved development will be provided which could serve all equality characteristics.	
Action required: None	

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Please provide detail: There is potential for future public meetings in relation to the future of the site, for example: <ul style="list-style-type: none"> • The new site development may involve public consultation on the aesthetics of the new build. • Contractors will visit local schools to discuss the hazards of construction sites. 	
Action required: None	

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

Redevelopment of this site will provide opportunities for all EDCI characteristics.

Action required:

None.

Action	Timescale	Measure	Lead person
<p>Communications</p> <p>As part of the project, a Communication plan has been developed to ensure regular and effective communications with existing residents and other key stakeholders on the proposals for the future of the redevelopment of the Highways site, these include:</p> <ul style="list-style-type: none"> • Existing residents • Other local residents which are in close proximity of the Highways site • Schools in the surrounding areas (to provide safety briefings whilst planned works in progress) • Progress briefings to local ward and Council members • Housing Management • Appropriate public notifications of the demolition works/Rights of Way, Road access/closures, if necessary. 	<p>The Communications Plan is a live document and is being used and updated through the course of the project and the decision of the Future of the Highways blocks decision will determine the communications going forward.</p>	<p>Timely and consistency of messages being released.</p>	<p>Mark Denton</p>
<p>Notifications</p> <ul style="list-style-type: none"> • If the decision to demolish is agreed, existing tenants will no longer be able to exercise their right to buy in the Highways blocks. 	<p>If the decision to demolish is agreed, the activities to serve the appropriate demolition notices will be planned</p>	<p>If the decision to demolish is agreed, the appropriate demolition notices will be released in the public domain (Housing Act 1985)</p>	<p>Madeline Edwards</p>

Action	Timescale	Measure	Lead person
<p>Impact to surrounding public areas Engagement with LCC Highways and Transportation and LCC Public Rights of Way will be established to review the access for construction traffic to and from the site and if necessary, arranging temporary closure of the A64 and the nearby public right of way.</p>	<p>Activity in plan to engage with the relevant partners and to submit and publish appropriate applications/notices, if necessary.</p>	<p>The appropriate application/regulation orders will be released in the public domain.</p>	<p>Mark Denton</p>

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Madeline Edwards	Head of Housing Management	21 May 2021
Date impact assessment completed		May 2021

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. 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 impact assessment 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 impact assessments 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 assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent: 28 May 2021
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: