

Equality, Diversity, Cohesion and Integration (EDCI) 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	Service area: Housing
Lead person: Helen Gibson	Contact number: 0113 378 5825
Date of the equality, diversity, cohesion and integration impact assessment: 15 September 2022	

1. Title: Future of the Alderton Heights and Gipton Gates high rise and resident rehousing
Is this a:
<input checked="" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team For example, service user, manager of service, specialist
Helen Gibson	Leeds City Council	Project Manager (Programme Lead)
Helen Jackson	Leeds City Council	Head of Business Development & Housing Projects
Madeline Edwards	Leeds City Council	Head of Housing Management
Mandy Sawyer	Leeds City Council	Head of Housing and Homelessness
Vicki Hooper	Leeds City Council	Service Manager
Ian Montgomery	Leeds City Council	Service Manager
Roisin Donnelly	Leeds City Council	Housing Manager
Michael Anderson	Leeds City Council	Senior Project Officer

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

The council owns and manages the three Alderton Heights high-rise blocks in Alwoodley, and two Gipton Gate West and East high-rise blocks in Gipton. These five blocks are of a Large Panel System (LPS) construction, each 10 storeys high with 60 flats - 30 one bedroom and 30 two bedroom – 300 homes in total.

As significant investment work is needed to bring the blocks up to an appropriate standard, including intrusive and costly strengthening works, an options appraisal was undertaken. The recommended approach is for all residents to be rehoused, with appropriate support for those who need it, and for subsequent demolition to clear the sites to enable the development of new modern housing.

This supports our aim for all our residents to live in good quality and affordable homes, for them to be safe and feel safe, and to deliver an approach that provides best value.

The aim is to start rehousing residents from November 2022, as well as suspending new lettings, removing voids from housing stock, the award of 'band A' housing priority to tenants and the negotiation with leaseholders to repurchase any leasehold flats. Qualifying residents will be paid home loss compensation, and / or disturbance payments for reasonable expenses.

Future resulting decision(s) will include those related to ringfencing void properties for affected residents to support rehousing, the procurement and undertaking of demolition activity for the sites, and any required decisions relating to the acquisition of leasehold properties; including compulsory purchase if voluntary buy-back sales are not able to be successfully negotiated.

The decision(s) on how the land will be redeveloped for housing will be subject to separate reports.

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	<input checked="" type="checkbox"/>
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 supports the aspirations set out in the Best Council Plan, in particular the objectives of:

- Everyone living in good quality, affordable homes, and;

- for everyone to be safe and feel safe.

It will also support compliance with the expected new regulatory requirements for residential high-rise buildings under the proposed Building Safety Bill.

The scope of this assessment covers the full programme of rehousing activities required to relocate residents and leaseholders from Alderton Heights, Gipton Gate East and Gipton Gate West, as well as the decision to demolish and clear the sites to progress redevelopment plans.

This includes:

- Suspension of new lettings; including the removal of voids situated within Alderton Heights, Gipton Gate East and Gipton Gate West from LCC's housing stock.
- Award of priority bidding statuses; including the award of Band A priority to all residents and leaseholders to facilitate bidding through Leeds Homes.
- Termination of onsite garage tenancies; including the provision of termination and TORT notices, support for existing garage tenancy holders to relocate (where possible), and the demolition of garage site(s) (if in advance of the main demolition this would be undertaken through Leeds Building Services).
- Resident rehousing support; including making reasonable property offers based upon agreed lettings preferences, the provision of an enhanced support package for identified residents / leaseholders, and the provision of home loss and reasonable disturbance payments.
- Buy back of leasehold properties; including obtaining a survey to agree a suitable property value through to the negotiation of voluntary buy-back, and if unsuccessful; the compulsory purchase process.
- Site security; including agreements as needed with Leeds Watch to monitor site security as the volume of residents decreases over the lifecycle of the rehousing project to mitigate anti-social behavior and criminal activity / vandalism.
- Site management for demolition handover; arrangements for the removal of any situated communications equipment, organizing sheeting and boarding once each block is emptied, the preparation of voids, communal areas, and local environments to an agreed specification(s).
- Site access; the provision of resource to facilitate site visits to contactors, subject matter experts, staff members, ward members or any other ad-hoc visitors as required.

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 checked="" type="checkbox"/>
Please provide detail:	

Following rehousing completion, demolition is expected to be undertaken using a top-down deconstruction approach, floor by floor, given the nature of the blocks. The Head of Leeds Building Services has confirmed that the nature of this complex demolition is not able to be delivered by Leeds Building Services, and therefore a contractor will need to be procured to carry out this specialist activity. The procurement of a contractor for each site will be subject to a separate decision(s), when detailed further work and market testing has been undertaken.

Procurement activities will be carried out in line with contract procedure rules, and social value targets will be agreed within the successful tenderer's contract. These themes, outcomes and measures place specific emphasis on supporting individuals and groups of individuals with and without equality characteristics.

In relation to rehousing support internal service providers will be used where possible. Civic Enterprise Leeds, through Leeds Building Services, already provides the voids and repairs service for these blocks and we will work with them, and with Facilities and Fleet Services, in relation to support for resident moving and building emptying activities, as well as with Safer Leeds in relation to CCTV and security services.

5. Fact finding – what do we already know

Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.

(priority should be given to equality, diversity, cohesion and integration related information)

Demographic information on the residents within Alderton Heights and the Gipton Gate blocks has been initially collected via Civica (Cx) Housing ICT system in June 2022. This includes information on the volume of residents and leaseholders, community language details and the volume of known physical and mental disabilities / impairments, see table 1 (below).

Table 1: Residents Profile (Alderton Heights & Gipton Gates)

Age:	Range 19 - 81 with 31% of residents aged >55
Gender:	62% male, 35% Female, 3% Unknown
Nationality:	British 75%, Other 9%, Not disclosed 16%
Language Preference:	English 59%, Other 6%, Unknown 35%
Medical Indicators:	Total Registered Disabilities 50, Mental Impairment 24, Physical Impairment 7, Other 19
Religion:	Not Applicable
Sexual Orientation:	Not Applicable

The average age is 48, there are 98 residents aged ≥55 and two residents aged ≥80, there are no known tenancy holders aged <19 which could be classed as vulnerable / estranged. 9% of residents have a non-British nationality with a further 16% unknown classification, this places a requirement on the rehousing project team to be aware and supportive of any cultural, migration and immigration implications.

Data extracted has amalgamated “no disability” and “data unknown” classifications as one entry, this represents a population of 85% (269/317 residents, given the population of data contained details of co-habitants), this is a significant data gap however an outreach strategy seeking 100% engagement with all residents is being delivered, and is detailed within this report to mitigate this issue fully.

Data available on known disabilities under the classification of “other” (representing 19 individuals) includes vision, hearing, speech, mobility and learning difficulties. 10/19 within this dataset contained no disability detail at all which could indicate these are sensory, learning or longstanding (Cancer, HIV etc.) whereby residents may not wish to disclose full disability details.

The primary language is English representing 176 residents with a further 17 residents declaring non-English languages including Arabic, Farsi, French, Kurdish, Polish, Tigrinya and Turkish. There were 105 data gaps within this dataset.

Non-white residents (BME) make up 26% equating to 84 individuals with a further 16% (37 individuals) unknown statuses. Ethnicity considerations will be addressed through the rehousing project’s approach to rehouse residents in areas where they can feel safe and remain free from racism. This will be expanded to all equality characteristics identified as being at risk of hate crimes.

Direct engagement with residents / leaseholders

In July / August 2022, the residents / leaseholders were engaged on the known plans for the two clusters of high-rise blocks and to gather EDCI support data to address identified data gaps. The following activities were completed as part of this programme:

- Initial letters drop; a letter to the residents explaining the full remit of known plans to suspend lettings, rehouse residents / leaseholders, and conduct an options appraisal to determine a refurb or demolition of the assets. This letter included anticipated FAQs.
- Initial letters drop (email); an electronic version of the initial letter drop (detailed above)
- Poster; a poster outlining engagement opportunities to residents situated in the noticeboard on site for each cluster.
- Mobile office drop-in; two sessions held per Cluster (am and pm) to allow maximum engagement with residents and provide the opportunity for open Q&A.
- Open consultation events; two open events held (one per cluster) to allow residents to attend to ask Q&A and receive a presentation on known plans.
- Bookable appointment sessions (in-person); a total of 22 appointment slots per cluster (30 min slots per session) which allowed residents / leaseholders to ask questions, raise concerns and obtain information, advice and guidance in a private setting.
- Bookable appointment sessions (telephone); a total of 22 appointment slots per cluster (30 min slots per session) which allowed residents / leaseholders to ask questions, raise concerns and obtain information, advice and guidance over the telephone.
- Finalisation letters drop; a final message of thanks to the residents / leaseholders, reminding them of contact details for any follow-up queries.

Data collected from the consultation and engagement outreach sessions (detailed above) has been analysed and thematised, points arising in relation to equality characteristics requirements have been fully considered, with 188/300 properties successfully engaged, resulting in data being collected on declarations of 13 caring responsibilities, 26 physical disabilities and 13 mental health impairments.

Furthermore, additional data were collected on language preferences with a further 5 declarations of non-English requirements including Farsi, Portuguese, Persian, Kurdish, and one non-detailed entry.

It should be noted that the overall resident response to engagement has been positive. Whilst some residents have expressed sadness of having to move, the majority of residents have an understanding of the requirement to invest in the blocks to provide better quality homes. One in five residents are currently actively seeking rehousing with a housing application already in place. The engagement has also helped identify those who may need additional help and support with registering their housing applications, especially on whether the applicant is able to do this online.

Once validated, all additional EDCI declarations will be included on the rehousing project's tracker document to ensure that identified needs are continually met throughout the rehousing project. A communications plan has been drafted and will continue to be reviewed and updated, to support planning, monitoring and delivering communications and engagement activity throughout the rehousing project's delivery.

**Are there any gaps in equality and diversity information
Please provide detail:**

Data collected on these high-rise blocks presents a population of circa 300 tenancy holders and their co-habitants. Identified data gaps of "unknown" and "prefer not to disclose" responses represents 85% of known disabilities, with further gaps including 35% of resident's preferred language details, and 3% of unknown gender identity.

A programme of direct engagement activities with residents and leaseholders was delivered in July 2022 – August 2022, to address the identified data gap(s) from LCC data. There is a resulting data gap ~111/300 properties (9 properties were void in August). This is being addressed via a targeted outreach programme which commenced in August 2022.

Details of the second programme of engagement is outlined below:

- Data gathering: locating data on the identified non-engaged residents to identify and meet specific communication requirements such as language preferences and communication mechanism preferences (text message, letters, emails, large print etc.).
- Communication preference-led telephone canvassing; to outreach and obtain confirmation of known plans whilst conceiving residents stated communication preferences (via Cx Alerts).
- Interpreter supported appointments; where an identified language preference is obtained, arrangement of telephone / face-to-face appointments with the support of an interpreter.
- Text message series; where a mobile telephone number is located through data gathering exercises, a series of linear scaled down messages are proposed to seek engagement / convey details of known plans.
- Engagement with Housing Offices; to arrange home visits for the remaining residents to ensure confirmation of known plans or to gather data on EDCI requirements, so that these can be met.

This programme will continue through September and into October however, it may not be possible to achieve 100% confirmation of engagement with all residents. As a result, a referral process will be used throughout the rehousing project's lifecycle, where an area of unmet need is identified; support will be provided via an enhanced offering provided by local Housing teams.

Action required:

The following actions are required to address identified data gaps and to utilise known EDCI data to enhance the rehousing project's delivery:

- Deliver continuous rehousing outreach activity; to seek confirmation of known plans and EDCI considerations of the remaining 111/300 tenancy holders identified as a data gap, through local Housing Office and rehousing project team rehousing engagement.
- Transpose identified EDCI and non-EDCI considerations; onto the rehousing project tracking document so that all considerations can be monitored and identified support provided throughout the rehousing project's delivery.
- Utilise / agree a referral process; to address any remaining data gaps following the second outreach activity which seeks to provide adequate information, advice and support to residents declaring EDCI considerations throughout the project's delivery. For example, social care / occupational health etc.

- Establish EDCI rehousing project controls; established through adding an entry to the rehousing project's Risk Register to ensure consideration and support levels are reviewed and confirmed as adequate throughout the rehousing project's risk assessment practices.

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

Yes

No

Please provide detail:

A Board has been established to provide diligence, leadership, insight, quality control and performance management oversight, with a membership consisting of senior managers across Housing as well as in City Development and Finance, led by the Chief Officer for Housing. This Board will retain overarching responsibility for ensuring appropriate and timely engagement with designated stakeholder groups across the rehousing project's lifecycle.

Cross-council engagement has taken place to gather insight, perspective and feedback on the proposed approach with Ward members briefed in June and August 2022, further consultation and engagement is planned in early September. The Executive Member for Environment and Housing has also been regularly briefed on the development of these proposals.

Resident and leaseholder engagement will continue to take place through various written, telephone and face-to-face mechanisms throughout the rehousing project, with future planned activities beyond the noted outreach engagement activities (from July-October 2022), developed as part of the communication plan.

Resident and leaseholder engagement includes undertaking weekend and early evening activities to meet the needs of working-age residents, the use of home visits for those residents with any health-related impairments, interpretation and translation services where required, and the use of the accessible mobile office(s) so that support is located as near as possible to residents to access advice and support.

Direct data gathered from residents will form key messages delivered through "Frequently Asked Questions" with answers which seek to provide fair, cohesive and inclusive wider communications which involve all necessary rehousing project stakeholders as well as internal and external customers, as required.

In relation to the COVID-19 pandemic, it is not currently anticipated that rehousing will be significantly impacted, however Housing will comply with all relevant guidelines to keep residents safe.

Action required:

The following actions are required to maintain fair, cohesive and inclusive communications throughout the project's delivery:

- Regularly review and update the Communications Plan; which will detail key milestones, identified content and relevant audiences alongside planned delivery dates.
- Communications-inclusive delivery team; including representation from Housing's Communications team which will support communication outputs, as well as inputting communication-related subject matter expertise throughout delivery.

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:

Data collected in July 2022, shows a large proportion of parents with children living within these high-rise blocks, ~14 declarations obtained. There were also 2 declarations of alcohol dependency, 1 drug addiction dependency, 3 declarations of illiteracy / reading or writing impairments, and 1 declaration of an individual fleeing domestic violence.

A second phase of resident engagement commenced in August 2022. A data cut was undertaken on this engagement programme on 12 September 2022, whereby equality data had been captured on 17/111 of the resulting identified data gap (section 5). This captured data on a further declaration of 1 mental health impairment, 3 language preferences (Polish, Tigrinya & Farsi), 1 resident seeking immigration support and 1 further declaration of illiteracy.

Data on the remaining 94/300 dwellings will be considered on a case-by-case basis via referral where an area of unmet need is identified the delivery team will ensure adequate support is assigned, in line with the equality, diversity, cohesion and inclusion requirements.

Stakeholders

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify

Potential barriers

<input checked="" type="checkbox"/>	Built environment services	<input checked="" type="checkbox"/>	Location of premises and
<input checked="" type="checkbox"/>	Information and communication	<input type="checkbox"/>	Customer care
<input type="checkbox"/>	Timing	<input type="checkbox"/>	Stereotypes and assumptions
<input type="checkbox"/>	Cost	<input checked="" type="checkbox"/>	Consultation and involvement
<input type="checkbox"/>	Financial exclusion	<input type="checkbox"/>	Employment and training
<input type="checkbox"/>	specific barriers to the strategy, policy, services or function		
Please specify			

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:

The following positive factors have been considered during this assessment:

- Residents will be able to move to homes that suit them in the longer term, that are of better quality, for example, tenants with medical issues will be assessed for more appropriate type of housing, and overcrowded households will be offered larger accommodation.
- Residents that had already wanted to move will be able to do so more easily and quickly.
- Financial compensation will be provided to qualifying residents for home loss and/or disturbance.
- Provides an opportunity to design and develop housing to suit local needs and modern living requirements through good use of space and reduced running costs.
- Longer term this will provide housing that is more affordable to maintain, and longer lasting (structures, fixtures and fittings to minimum life expectancies).

Action required:

Not applicable

8b. Negative impact:

The following negative factors have been considered in this assessment:

- Residents will all need to move. Rehousing can be disruptive and unsettling for those affected, and could result in social and /or family support networks being weakened.
- Rehousing these residents, and the temporary loss of stock, will have negative implications for other people waiting for council homes in Leeds.
- Some tenants at the blocks are vulnerable and have additional support needs and will need support throughout the rehousing process.
- Tenants with Right to Buy applications will not be able to progress this.
- Trespassers may be attracted to the sites as the blocks become emptier and then unoccupied
- Residents living nearby may be disrupted when occupancy levels drop significantly, or through the presence of construction equipment and vehicles.

Action required:

The following actions are required to balance the negative factors being assessed in this report:

- Agreement of a rehousing project-related lettings process; which defines support mechanisms, allowances and reasonable considerations to minimise the disruption of family networks, social loss and meeting agreed resident's rehousing preferences.
- Award of priority and direct letting statuses to tenants; to remove any blocking factors which may delay or impede rehousing progress / efficiencies.
- Right-to-buy protection; to ensure that current discounts are protected and progress to the residents' new tenancies, in line with LCC policies and eligibility criteria.
- Site security provision(s); to minimise anti-social behaviour within the blocks and dwellings, reviewed frequently as site occupancy decreases.
- Local resident communication(s); agreement of key messages and communication mechanism(s) to outreach to residents with the locale.
- Additional support for vulnerable residents; ensuring that staffing resources are available to support residents to make a housing application and progress the rehousing process.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

Action required: Not applicable

10. Does this activity bring groups/communities into increased contact with each other? (for example, in schools, neighbourhood, workplace)
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please provide detail:
Action required: Not applicable

11. Could this activity be perceived as benefiting one group at the expense of another? (for example where your activity or decision is aimed at adults could it have an impact on children and young people)
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please provide detail:
Action required: Not applicable

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
<u>Deliver continuous rehousing outreach activity</u> ; to seek confirmation of known plans and EDCI considerations of the remaining tenancy holders identified as a data gap, through local Housing Office(s) rehousing engagement.	November 2022 to rehousing conclusion	Housing Officers assigned to support rehousing project rehousing activities are making a record of unrecorded EDCI considerations and escalating to the rehousing project team, as required.	Mandy Sawyer / Vicki Hooper / Peter Wajdner / Pamela Parker
<u>Agree / utilise any referral processes</u> ; between the local Housing Office(s) & other services to provide support to residents as identified data gaps are addressed by the delivery team.	Early-November 2022	Process agreed with all services as needed to support the rehousing project, whereby dwelling and individual assessments are completed with recommendations on support requirements being made.	Local Housing Office(s)
<u>Ensure data relating to EDCI considerations is available</u> ; to those involved in rehousing support, via safe and secure rehousing tracking documents.	Ongoing	A complete data set which contains details of all equality characteristics to be considered as part of the rehousing project's delivery and details of required support mechanisms, contacts, and any services which require consultation / engagement.	Helen Gibson / Madeline Edwards
<u>Establish EDCI rehousing project controls</u> ; use Risk Register to ensure consideration and support levels are reviewed and	Early-November 2022 and ongoing	Entry added to the Risk Register. EDCI considerations are reviewed periodically alongside	Helen Gibson / Michael Anderson

Action	Timescale	Measure	Lead person
confirmed as adequate throughout delivery.		standard risk assessment activities with issues being monitored, tracked and reported upon until resolution.	
<u>Regularly review and update the Communications Plan</u> ; which will detail key milestones, identified content and relevant audiences alongside planned delivery dates.	ongoing	An agreed communication plan is in place which is kept under review.	Ian Montgomery / Helen Gibson
<u>Communications-inclusive delivery team</u> ; including representation from Housing's Communications team which will support comms outputs, as well as inputting communication-related subject matter expertise.	Ongoing	Communications requirements are monitored through specialist representation within the rehousing project team, with the Communications Plan continually refined to meet internal and external customer needs.	Ian Montgomery / Roisin Donnelly
<u>Agreement of a rehousing lettings process</u> ; which defines support mechanisms, allowances and reasonable considerations to minimise the disruption of family networks, social loss and meeting agreed resident's rehousing preferences where possible.	Sept/October	Lettings support agreed for the rehousing commencement with due consideration given to minimising social loss, and supportive methods to meet the lettings preferences of residents / leaseholders wherever possible	Vicki Hooper / Kath Bramall
<u>Right-to-buy protection as appropriate</u> ; to ensure that current discounts are protected and progress to the residents' new tenancies, in line with LCC policies and eligibility criteria.	End-September / ongoing	Full assessment completed of allowances to ensure that residents allowances are unaffected and progress to their new tenancies correctly.	Home Ownership Team

Action	Timescale	Measure	Lead person
<u>Establishment of direct lettings statuses</u> ; to remove any blocking factors which may delay or impede rehousing progress / efficiencies.	From 1 November 2022	Direct let statuses are in place.	Local Housing Office / Voids Team
<u>Site security provision(s)</u> ; to minimise anti-social behaviour within the blocks and dwellings as site occupancy decreases.	Ongoing	Local safety is kept under review, and consideration of static or mobile security presence as needed, to minimise anti-social behaviour.	Housing Management working with Leeds Watch
<u>Nearby residents and stakeholders communication(s)</u> ; agreement of key messages and communication mechanism(s) to outreach to residents within the locale.	Mid-November	Local residents are engaged on known plans, and future planned milestones.	Ian Montgomery / Roisin Donnelly
<u>Provide additional support for vulnerable residents</u> ; ensuring that staffing resources are available to support residents to make a housing application and progress the rehousing process.	Ongoing	Appropriate representation occurs at regular rehousing project meetings to ensure support requirements are met rapidly. Vulnerable residents are enabled and supported throughout the rehousing application and moving process.	Mandy Sawyer / Madeline Edwards / Helen Gibson

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
Helen Jackson	Head of Business Development & Housing Projects	15 September 2022
Date impact assessment completed		August-September 2022

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: September 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: