

# 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.

<b>Directorate: City Development</b>	<b>Service area: City Development</b>
<b>Lead person: Rebecca Storey</b>	<b>Contact number: 0113 37 81005</b>

**1. Title: Council Housing Growth** – purchase of residential properties as part of the Property Acquisitions Project to provide Ukrainian and Afghan refugee family homes. Tranche 18.

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify: Acquisition of Properties for Council Housing**

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

The Council plans to purchase and provide 30 homes under the Local Authority Housing Fund and to accept a DLUHC grant which will part fund the acquisition costs.

The fund will support 21 properties being purchased and allocated to Ukrainian refugee households and 9 properties being purchased and allocated to Afghan households currently in bridging accommodation. Allocations will be made by Leeds Housing Options.

Acquisition of these new council homes directly contributes to delivering the Leeds Best City Ambition pillars of Health & Wellbeing and Inclusive Growth:

- Providing housing of the right quality, type, tenure and affordability in the right places.

- Minimising homelessness through a greater focus on prevention.
- Addressing the challenges of housing quality and affordability, tackling fuel poverty and creating vibrant places where residents have close access to services and amenities.

### 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"> <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?**

Leeds has a shortage of large family homes. Social housing stock is highly sought after with long wait times; multiple years in many areas for family sized houses. Private rented routes are expensive and difficult to obtain in the city at affordable rents. Many of the families seeking support through humanitarian schemes originate from the Ukraine or Afghanistan. They require family homes with 2, 3 or 4 bedrooms. Delivering additional affordable homes specifically to house 30 of these families will support the city's vision of compassion and commitment to humanitarian schemes.

**Key findings**

The proposal will support an increase in pressure from families who are either in 'bridging accommodation' in the city following the crisis in Afghanistan or families who have fled Ukraine during the war. The proposals will help:

- a) Mitigate the expected increased pressures on local authority homelessness and social housing resources which arise from the eligible cohort as sponsorship/family placements/bridging accommodation arrangements come to an end by increasing the provision of affordable housing available to local authorities to support those in the cohort who are homeless, at risk of homelessness, or in bridging accommodation.
- b) Reduce emergency, temporary and bridging accommodation costs.
- c) Deliver accommodation that as far as possible allows for the future conversion of housing units to support wider local authority housing and homelessness responsibilities to UK nationals (i.e. after usage by this cohort ends).
- d) Utilise accommodation solutions to enable effective resettlement and economic integration of the eligible cohort.
- e) Reduce pressures on the existing housing and homelessness systems and those waiting for social housing.
- f) Should the families who are placed in these homes decide to return to the Ukraine after the 3 year period, these homes will be available to become available to be let in line with existing Housing Leeds stock.

**Actions**

Communities, Environment & Housing and City Development colleagues will work in unison to identify suitable properties in the city.

Resettlement teams and Leeds Housing Options will identify and support families to move into appropriate homes.

**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
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Date to complete your impact assessment	N/A
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Lead person for your impact assessment (Include name and job title)	N/A
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**6. Governance, ownership and approval**

Please state here who has approved the actions and outcomes of the screening

Name: Gerard Tinsdale	Job title: Chief Officer, Housing Leeds	Date 15/03/2023
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## 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:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>City Development</b>	Date sent: 9 <sup>th</sup> February 2024
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: