

Appendix B

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: City Development	Service area: Council Housing Growth (Acquisitions)
Lead person: Ian Frobisher	Contact number: 07891 276531

1. Title: Council Housing Growth Programme – Off the Shelf New Build Property Acquisitions
Is this a:
<input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other
If other, please specify: Acquisition of <i>Off the Shelf</i> New Build Properties for Council Housing.

2. Please provide a brief description of what you are screening
<p>The council Housing Growth Programme is currently working towards a challenging target to deliver 1,230 new Council homes across the city by March 2025.</p> <p>This will be achieved predominantly via a substantial new build programme, but will also be complemented by a smaller programme of property acquisitions – with a focus of acquiring new homes from a range of developers and re-purchasing former Council properties bought under the right to buy regime.</p>

This new initiative will see the Council expanding its property acquisition activities to include “off the shelf” new build acquisitions from developers, with a view to them being added to Council housing stock and let to council tenants at affordable rents.

Acquisition of these new council homes directly contribute to delivering the Leeds Best City Ambition pillars of Health & Wellbeing and Zero Carbon by:

- 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"> • 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?

An equality screening exercise was completed for the overall Council Housing Growth Programme (and submitted to Executive Board in November 2018). Equality screenings are also completed for each new project as it progresses to consider the specifics of each scheme.

Key findings

- a) The proposed property purchases will have positive implications for equality groups who are economically disadvantaged, by providing homes at genuinely affordable rents.
- b) The homes to be purchased will be selected by reference to the demand / shortages of specific types and sizes of council properties in particular areas - to meet the needs of those on the Housing Register.
- c) We will consider the needs of potential tenants and consult with local ward members on each opportunity as it arises to ensure any properties we purchase are aligned to locally defined needs.
- d) The council will ensure that the building specification for all homes purchased is such that it will contribute to reducing fuel poverty via their energy efficient design and reduced running costs.
- e) Lettings will be by reference to a local lettings policy – allowing the council to respond to local needs and to take a localised approach to the management of specific property types. This gives the council an opportunity to give preference, where appropriate, to defined groups of customers, for example, on the basis of their age, employment status or local connection to an area.

Actions

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

Via ongoing engagement and consultation with key stakeholders.

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	Job title	Date
Ian Frobisher	Acquisitions Manager	04/10/2024
Date screening completed		04/10/2024

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 Key Decisions or Publishable Administrative Decisions – sent to appropriate Directorate	Date sent: 04/10/2024
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: