

Equality, Diversity, Cohesion and Integration (EDCI) 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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Communities, Housing and Environment	Service area: Strategy and Investment
Lead person: Michael Field	Contact number: 07891 275573

1. Title: Kitchen, Bathroom Replacement and Re-wires & Tenanted Re-wire procurement 2024 - 2029

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The Kitchen, Bathroom and Re-Wire (KBR) work and Tenants Rewire work is an ongoing part of the housing investment programme funded by the Housing Revenue Account (HRA).

A procurement exercise is required for a long term contract for the remainder of financial years 2024/25 through to 2028/29.

The procurement exercise will be undertaken competitively by inviting tenders from contractors on YORBuild and it is proposed that it will be evaluated on a price/quality

separated basis. It is proposed that 2 contractors will be appointed who will both receive £1.5m for KBR's & £650k for Tenanted Re-wires.

In line with the Council's Contract Procedure Rules, a decision is required to undertake the procurement to deliver works for the remainder of the financial year 2024/25 through to 2028/29. It is this decision that is the subject of the screening.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, services and functions affect service users, employees or the wider community (city wide or more local). These will also have a greater or 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)

The competition and resulting contracts will ensure that we can deliver Kitchens, Bathrooms and Re-wires and Tenanted Re-wires in council housing across Leeds. This will benefit residents so they may remain safe in good quality homes.

Any council housing resident in a property where Kitchens, Bathrooms or Re-wires are to be delivered would be affected by this.

- **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)

The approval of this procurement and the resulting contracts will ensure that Housing Leeds continues its service to maintain and invest in the housing stock it manages. This should not impact differentially on different quality characteristics or benefit some groups of residents compared to others.

Under this procurement and the resulting contracts, some examples of requirements on contractors put in place include:

- Having a Resident Liaison Officer to engage and liaise with residents in relation to the works.
- Setting out and working to a Resident Communications and Engagement Plan that is agreed by the Council.
- Abiding by a range of staff conduct requirements. These include ones related to Disclosure Barring Service (DBS) checks and compliance with equality and diversity policy requirements in their conduct and in their performance of the works.
- Keeping any personal data of residents safe and secure in line with current data protection laws, not sharing it with others and destroying it in the agreed timescales.

<ul style="list-style-type: none"> Meeting key performance targets including relating to works done on time and customer satisfaction.
<ul style="list-style-type: none"> Actions (think about how you will promote positive impact and remove/ reduce negative impact) <p>The procurement and resulting contracts will have a positive impact on residents who have the works undertaken, helping to maintain their homes and ensure safety.</p> <p>Ongoing contract management activity with contractors will make sure that they are meeting their requirements.</p>

<p>5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.</p>	
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

<p>6. Governance, ownership and approval Please state here who has approved the actions and outcomes of the screening</p>		
Name	Job title	Date
Michael Field	Technical Service Manager	
Date screening completed		

<p>7. Publishing</p> <p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision-making report:</p> <ul style="list-style-type: none"> 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: N/A
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: N/A