

# 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: Environment and Neighbourhoods</b>	<b>Service area: Housing Services</b>
<b>Lead person: Mandy Dove</b>	<b>Contact number: 0113 2475885</b>

## 1. Title: Housing Revenue Account Business Plan Update

Is this a:

**Strategy / Policy**
                         
  **Service / Function**
                         
  **Other**

**If other, please specify**

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

A report to Leeds City Council Executive Board on 15<sup>th</sup> February 2013 outlining the strategic priorities for the Leeds Council Housing service funded from the Housing Revenue Account and progress / plans in place to ensure that the priorities are delivered.

## 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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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?** (**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 HRA Business Plan supports the priorities set out in the City's Priority Plan – to increase the supply of affordable housing, to increase the number of long term empties brought back into use, increase the number of properties which achieve the decency standard and have been improved with energy efficiency measures.

An Equality Impact Assessment was undertaken during 2012 when the current HRA Business Plan was established. Due regard has been given to equality in further

developing the Business Plan, as outlined below.

In developing proposals for a Council new build programme, consideration has been given to information held on the Leeds Housing Register about the current and projected demand for Council Housing. Programmes are being developed to deliver largely 1 and 2 bedroom accommodation as this is where the greatest demand is on the waiting list. Areas are being identified for new build based on areas of greatest demand on the waiting list.

The Council has made the decision to contribute £9.5m to support the development of the Little London and Beeston Hill PFI, and £1.3m to support the Nevilles and Cross Green Sustainable Communities Investment programme. This is based on these areas being identified as being in some of the highest areas of deprivation in the city.

Leeds is currently reviewing its Multi Storey Blocks and non traditional stock to develop a long term investment plan to improve the thermal efficiency of this stock and make it sustainable in the long term. In improving the thermal efficiency of stock, this will help to reduce the cost of energy bills for tenants who may be experiencing fuel poverty.

The Investment Standard developed to support the current HRA Business Plan has established the new Decent Homes and Decent Neighbourhoods Standard, which incorporates investment priorities to improve properties and neighbourhoods, incorporating wider investment needed to improve the security and thermal efficiency of properties and to the surrounding environment. This investment approach will improve the standard of accommodation offered to vulnerable tenants.

- **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)

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- 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

In targeting the new build programme to deliver 1 + 2 bedroom units and bringing some former Beeston Hill PFI properties back into ALMO management, this will increase the availability of stock to match the requirements from the Leeds Homes Register, and so assist in reducing numbers of applicants on the Leeds Housing Register who are in housing need.

Investment to support the Little London and Beeston Hill PFI and the Nevilles and Cross Green Sustainable Communities Investment Programme will increase the quality of homes and the environment in some of the highest areas of deprivation in the city.

Because resources available in the early years of the HRA Business Plan are lower than the investment need, investment need will need to be prioritised, and some investment

will need to be delayed until later years. This will mean that some tenants will not gain from property investment.

Work has been done or is planned to consider the equality impacts of specific strategies and policy decisions:

- Beeston Hill/Holbeck PFI – an EIA was completed on 4 July 2012
- ALMO review – an EIA will be done when the consultation period concludes as part of the options appraisal process
- HRA Business Plan – A report is due to be taken to Exec Board in February 2013 for which an EIA screening is currently being done. A full EIA is planned to support the Housing Asset Management Strategy which will be submitted later in 2013

• **Actions**

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

An Asset Management Strategy will be developed during 2013 which will outline the priorities for investment. As part of the development of the strategy, there will be consultation with customers, and an Equality Impact Assessment completed. This strategy will be critical to ensuring that investment is prioritised on an objective basis.

Statutory Housing will monitor the HRA Business Plan on an ongoing basis to ensure that there is due regard is taken to equality and diversity in taking strategic investment decisions. This will be built into monitoring and investment planning governance arrangements.

**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:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

**6. Governance, ownership and approval**

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

Name	Job title	Date
John Statham	Head of Housing Partnerships	16 January 2013

**7. Publishing**

This screening document will act as evidence that due regard to equality and diversity

has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

<b>Date screening completed</b>	16 January 2013
<b>Date sent to Equality Team</b>	
<b>Date published</b> (To be completed by the Equality Team)	