

## PART A - Initial Equality Screening 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 and diversity.

A **screening** process can help judge relevance and provide 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 and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

### 1. Title

**Title:** Strategic Acquisition of 12 new homes at Highfield Farm, West Melton

**Directorate:** Adult Care, Housing & Public Health

**Service area:** Strategic Housing and Development

**Lead person:** Liz Hunt / Lindsey Castle

**Contact number:** 01709 255043

Is this a:

☐

**Strategy / Policy**

☐

**Service / Function**

☒

**Other**

**If other, please specify:**

Cabinet report seeking approval to acquire (purchase) 12 new homes to increase the Council's social housing stock and help address waiting list demand.

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

The potential impact on individuals and groups with protected characteristics following the acquisition of 12 new homes from the Highfield Farm development in West Melton. Six of the new homes will be two bedroom bungalows and six will be three bedroom houses.

### 3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	X	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>		X
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		X
If you have answered no to all the questions above, please explain the reason		

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

#### 4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

*(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 proposal forms part of the Council's Housing Development Programme, which has been developed to support the aims of the Housing Strategy 2019-22.

The Housing Strategy is underpinned by analysis of housing need and demographic data. Many areas of the strategy focus on increasing a specific housing type so homes can meet local needs. This is often where a particular group of people have been disadvantaged by the local housing market i.e. they cannot afford, or do not have choice in where/how they live. The strategy aims to make housing accessible to all regardless of their income and need. This includes taking a role in increasing the supply to meet local need, as well as enabling and encouraging other stakeholders to increase supply in the private market.

- **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 acquisition of 12 new homes will increase the provision of affordable housing within the borough and be available to a wide demographic.

There are no known property specific requirements for the following protected characteristics;

- sex
- gender reassignment
- race
- sexual orientation
- civil partnerships and marriage

Some religions or beliefs may require separate living spaces for the males and females of the household e.g. living room, dining room.

The new bungalows are expected to suit individuals and groups with the following protected characteristics:

- age (older people)
- disability

The new houses are expected to suit a variety of households with protected characteristics or within defined groups, including (but not exclusive to):

- pregnancy and maternity
- parents
- single parents and guardians
- carers
- unemployed and people on low incomes

- **Actions**

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

Allocation to the new homes will be managed through the Council's established allocation policy.

Date to scope and plan your Equality Analysis:	8 <sup>th</sup> June 2020
Date to complete your Equality Analysis:	8 <sup>th</sup> June 2020
Lead person for your Equality Analysis (Include name and job title):	Lindsey Castle, Housing Development Coordinator

## 5. Governance, ownership and approval

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

Name	Job title	Date
David Bagnall	Housing Development Manager (Resources)	29 <sup>th</sup> May 2020
Jane Davies	Head of Service, Strategic Housing & Development	5 <sup>th</sup> June 2020

## 6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to [equality@rotherham.gov.uk](mailto:equality@rotherham.gov.uk) For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

<b>Date screening completed</b>	26 <sup>th</sup> May 2020
<b>Report title and date</b>	Strategic Acquisition of 12 units at Highfield Farm, West Melton 13th July 2020
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	13th July 2020
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	5 <sup>th</sup> June 2020