

# 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: Regeneration Programmes</b>
<b>Lead person: Adam Brannen</b>	<b>Contact number: 0113 2476746</b>

<p><b>1. Title:</b></p> <p><b>Report to Leeds City Council's Executive Board 4 September 2013 - Development of Council Land at Red Hall</b></p>
<p>Is this a:</p> <p> <input type="checkbox"/> <b>Strategy / Policy</b>                  <input type="checkbox"/> <b>Service / Function</b>                  <input checked="" type="checkbox"/> <b>Other</b> </p> <p><b>If other, please specify: Development proposal</b></p>

<p><b>2. Please provide a brief description of what you are screening</b></p> <p>This screening supports an Executive Board report updating members on the medium-term strategic disposal opportunity for the Council's land holdings at Red Hall and the progress made on feasibility work to inform the scope of development.</p> <p>Outline proposals for a planning brief are set out within the report, outlining the broad principles intended to guide the sale and redevelopment of the site. The report describes the process of moving towards more detailed proposals via a draft Informal Planning Statement that will be developed in consultation with Members and the community prior to consideration by Executive Board in mid-2014.</p>
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### 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 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 development of Red Hall has the potential to play an important role for this part of the city by supporting housing growth, meeting housing needs and generating value to support the provision of critical local infrastructure that can serve and act as a catalyst for development in the wider East Leeds area, some of whose communities experience the greatest disadvantage in the city.

The eventual successful disposal of the site will represent a significant contribution to the Council's capital programme and support delivery of services at a time of downward pressures on budgets and reduced income.

Of particular significance to the health and well-being of deprived communities, the report considers in outline: access, leisure and recreation, woodland and playing field retention, connectivity and drainage as themes that will require fuller consideration as the proposal proceeds in more detail.

Consultation is restricted to strategic levels currently; Crossgates and Whinmoor and Harewood Ward Members are being consulted on the key development principles and the concept plan will be presented at the 5th August East Leeds Regeneration Board meeting. Going forward, the report contains a commitment to consultation on the planned draft informal planning framework with ward members and stakeholders, followed by local communities in early Spring 2014. The planning process will provide further opportunities for engagement as specific planning permissions are sought.

In terms of impact on council services, Parks and Countryside horticultural facilities will be affected by the decision to dispose of the site – proposals to relocate these will be subject to their own own EDCI assessment.

- **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)

At this early stage, it is not appropriate to guess at the impact of the proposal on specific equality groups and therefore no detailed consideration, for example of housing type, tenure or size, or the details of community infrastructure is made in the concept plan that sets out the broad land uses and accompanies the report.

However, it can be assumed that the economic impact on disadvantaged local communities is likely to be positive and a commitment to local labour and training, meeting local housing need and improving choice, and commitment to high design standards is already built into the proposal.

Affordable and sustainable travel, again of significance in ensuring access to deprived communities, will depend on 'further detailing...to show pedestrian and cycling connectivity into and across the site, as well as potential for bus routes through'.

In terms of cohesion and integration, the report makes reference to the intention to 'enhance(s) rather than cause(s) detriment to adjoining neighbourhoods and communities', and that new development will be 'effectively integrated into and enhancing surrounding residential neighbourhoods, to embody key liveability principles through design and specification and to support the Council's aims for a Child Friendly City.'

- **Actions**

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

At this broad outline stage of proposals insufficient detail exists to undertake in depth EDCI impact assessment beyond that identified in this screening. Further stages of proposal development and accompanying reports will be supported by EDCI screenings/ assessments, and informed by consultation, the first element of which is expected to be the draft informal planning framework in summer 2014.

**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
Adam Brannen	Programme Manager	25 July 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.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screenings should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	25 July 2013
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	