

# 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</b>   |
| <b>Lead person: Mark Mills</b>       | <b>Contact number: 0113 2476241</b> |

## 1. Title: Belle Isle and Middleton Neighbourhood Framework

Is this a:

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

**If other, please specify**

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

In order to support and guide development and regeneration in Belle Isle and Middleton, a Neighbourhood Framework has been prepared which will be used to help promote the area and specific development opportunities to developers and investors.

This screening accompanies a Leeds City Council Executive Board Report for the meeting in July 2013 requesting:

- Approval for the Belle Isle and Middleton Neighbourhood Framework
- Agreement to the Belle Isle and Middleton Neighbourhood Framework being used to inform the emerging site allocation plan as part of the local plan making process;
- Agreement to the Belle Isle and Middleton Neighbourhood Framework being used to inform, guide and be used as a material consideration when determining planning applications.

### 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<br>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)

Given the scale and scope of the Belle Isle and Middleton Framework and its potential to affect a significant percentage of the of the city's population (as an illustration Middleton Ward comprises 28,000 people), an edci screening was carried out to support the consultation/engagement phase of the Framework to ensure its inclusivity.

Although a further screening was proposed to inform the feedback/draft framework stage of consultation, it was considered that in the light of the comprehensive nature of the engagement programme and its preceding cross-professional workshops, the satisfactory public input to it, close working with the, by now familiar, neighbourhood based agencies and use of limited, but key, locations together with effective use of the council's website would provide sufficiently wide ranging contact.

Both professional influence via the workshops and the public's response to the consultation is clearly reflected in the draft framework and the Executive Board report.

Although not in huge numbers, responses have been constructive and thoughtful and reflected the quality of conversations that can be achieved using this approach.

Contributions have been evaluated and have been accommodated where at all possible given the strategic, rather than project based, nature of the Framework. In particular the aspirations and needs of young people find a voice.

- **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 consultation report carries detailed analysis showing the good coverage across the neighbourhoods, identifying neighbourhood priorities articulated by residents, agencies and workers and comments on specific development opportunities

Talking Point continues to be monitored on a monthly basis to capture later contributions

The Draft Framework is a strategic document intended to promote a visionary and inclusive perspective of the area to potential investors, and to its residents. Rather than

a traditional listing out of statistics, the document's background, context and 5 development themes integrate descriptions of the area's profile and demographics into a narrative, and its treatment of edci matters follows the same trend.

Extracts are selected from a number of sections and summarised here to illustrate this wide ranging and comprehensive approach:

- A **page of quotes** from the consultation report reflect the inclusive nature of the programme, clearly from a wide range of contributors
- Older people, people with limiting long term illness, people with low incomes and limited opportunities for home ownership and the high incidence of fuel poverty all feature in **The way the area works** introductory section, together with a reflection on the very separate community identities and their impact on cohesion.
- The **Development Opportunities** section, identifying sites that might attract investors, implicitly references cohesion and integration in its focus on the need to protect opportunities for family continuity as well as move to a more mixed economy with a greater range of housing tenure, addresses the need to build confidence for more vulnerable people with improved community safety, make better connections with the privately owned New Forest estate and ensure greenspace is inviting for use by the whole community.
- The **Economy** section contains the aspiration for improved access to a healthier range of fresh food via establishing a supermarket; and providing access to jobs and training.
- Managing **Greenspace** for health and access, ensuring new greenspace is integrated with established neighbourhoods and a proposal to create an accessible green loop around the area will all help inclusivity
- Improving pathway accessibility and quality, better public transport routes and ensuring that sports and leisure facilities are perceptibly more accessible are referenced in the **Connections** section
- The **Community** section prioritises play and other provision for young people, and references increasing pressures on educational provision.
- Lastly, the aspirational **Shopping list** promotes a series of ideas all of which will enhance community life and improve access to services and provision for new and existing residents.

The Executive Board report dwells at length on the engagement and consultation programme and its significant influence on the draft document. It will provide a foundation for any Neighbourhood Planning initiative should one be brought forward under the Localism Act.

- **Actions**

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

The framework will be disseminated via partner organisations, community groups and made available through the Council's website. Once approved, the council will use the framework to promote the area to developers and guide proposals as they emerge, in line with edci policy and as part of the process of achieving planning consent.

Should a need emerge to consider the particular needs of a specific equality characteristic as development proposals come forward, ( for example older peoples' or lifetime housing) an edci screening will take place and will be incorporated into project management and governance.

**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<br>(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 |
|------------|-----------------|------|
| Mark Mills | Project Manager |      |

**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** screening's 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> |  |
|---------------------------------|--|

|  |            |
|--|------------|
|  | 8 May 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> |  |
|--|--|