

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.

Directorate: City Development	Service area: Regeneration Programmes Team
Lead person: Adam Brannen	Contact number: 0113 2476746

1. Title:

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify: Programme

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

This equality impact screening is to specifically support feasibility work undertaken into a potential new highways scheme – the East Leeds Orbital Road – which would be required to support significant housing development in the East Leeds Extension.

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">• 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 feasibility study has been undertaken by independent external consultants applying technical criteria related to good practice and statutory requirements relating to highways design, to identify how and where a major piece of new road infrastructure could be built. The study has produced documents and plans, which would not in themselves have any immediate equality, diversity, cohesion or integration implications.

However the brief for the work and the subsequent outcome has incorporated consideration of all modes of transport (car, bus, cycle and pedestrian) and sought to ensure a balanced approach to the provision of facilities for all road users to ensure any EDCI groups would have any accessibility needs met.

Further decisions would be required to take this forward into a substantive project and the project would be screened again at that point. A report to Executive Board in October 2013 highlights 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 outcome of the feasibility work will not at this stage have any impact on different equality characteristics. The feasibility study will be used to inform more detailed work and consultations and engagement with all relevant stakeholders. This further work would be the subject of a revised screening to ensure equality impacts are being considered at all stages of the project's life.

There is likely to be some public concern at this study taking place as the area for development is currently a greenfield site. Although this has been allocated for development for some years, some local residents may not be aware of this and perceive the study as a threat to their current local environment, if it were to lead on to a project for road construction. This screening recognises this public concern but does not find that there is an impact on any equality characteristics.

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

The feasibility study ensures as far as possible at this stage of the work that all current and anticipated legislation relating to highways design is incorporated into the outline proposals, so that matters such as disability access and the needs of users of all forms of transport (public transport, private vehicles, cycles and pedestrian) are considered and used to inform the future project from an early stage. It will also consider how to minimise its impact on the local environment so that any future road building is undertaken with as little impact on the local amenity of existing residents as possible.

The proposed road will be the subject of discussions with all landowners in the affected area of the East Leeds Extension so that the needs and aspirations of all potentially affected parties are understood and incorporated into the project if and when it moves beyond the feasibility stage.

Any future detailed design will be undertaken with consideration of all these matters.

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	22 nd August 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

Date screening completed	22nd August 2013
---------------------------------	------------------

Date sent to Equality Team	TBC
-----------------------------------	-----

Date published (To be completed by the Equality Team)	
---	--