

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: Asset Management and Regeneration
Lead person: Lee Arnell	Contact number: 0113 2475408

1. Title:

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

Recommendations regarding the utilisation of council owned assets to stimulate economic growth in HUV.

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

This EDCI screening screens the proposals contained in the Executive Board report to dispose of the Engine House through a procurement process, working in partnership with the HCA.

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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"> • 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)

In drawing up recommendations, consideration was given to whether the actions could have impacts for equality, diversity, cohesion and integration. The initial proposals for the Engine House were subject of an Executive Board report in March 2013 and members were consulted on this, whilst an update on the Engine House and Tower Works scheme was presented to members of the Holbeck Neighbourhood Forum, comprising of citizens from the Holbeck and Beeston ward, in 2013.

- **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)

By disposing of the Engine House, the council is seeking to encourage investment in the Tower Works site, and bring about new development schemes in Holbeck Urban Village. This will, in turn, support the delivery of new jobs whilst the scheme is redeveloped and as the HCA owned Tower Works site is brought forward for redevelopment. This will bring positive socio-economic impacts for the city.

The site is situated in the City and Hunslet ward and adjoins the Beeston and Holbeck ward. Statistics have demonstrated that these wards encounter higher levels of deprivation, unemployment and socio-economic exclusion than other wards in the city. There is therefore potential for these areas to benefit from the council progressing efforts to secure investment in the site, although citizens may face barriers in accessing opportunities. Residents have highlighted the positive potential for Holbeck residents in particular to benefit from further investment in Holbeck Urban Village.

The Engine House has been vacant for some time and securing a purchaser who will refurbish the building will allow investment that can help to make the building accessible for disabled communities.

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

Once the development agreement is completed and developer(s) selected for the Engine

House, there will be dialogue to establish the employment opportunities available for local residents in nearby wards and the council will encourage and support the developer to participate in local employment initiatives and offer apprenticeships once a construction contract is let and commercial occupiers secured.

To support community cohesion, the developer selected will consult on their proposals with local communities to ensure that any equality considerations are taken into account as detailed designs are progressed. This will include an opportunity for all interested parties to provide feedback on accessibility features that the proposed refurbishment includes.

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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

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

Name	Job title	Date
Rowena Hall	Executive Manager	22/01/2014

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. For record keeping purposes it will be kept on file (but not published).

Date screening completed	10/01/2014
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If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	