

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

## 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

Officers in Regeneration and Asset Management are assessing ways in which Council-owned brownfield sites across the city, but particularly those in challenging market locations, can be brought forward for development to meet the city's needs for housing.

This equality impact screening was undertaken to support the proposal for a Brownfield Land Programme into which uncommitted sites are allocated and a range of approaches tested for disposal and development. It has been reviewed and updated in January 2014 to support a further report to Executive Board in February 2014.

### 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	

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 Council currently has a number of 'brownfield' sites in its ownership that are not allocated for any service uses covering 45ha of potential development land. The majority of the sites are cleared land located in challenging market areas with limited pressure for residential development.

Where these sites are clustered – as in regeneration areas at Seacroft, Halton Moor and Middleton – they have a cumulative and negative impact on local amenity and local residents, business and Ward Members wish to see site improvements or development solutions.

As a landowner and service provider, it is proposed to identify ways in which these sites can make a more positive local regeneration contribution, assist efforts to reduce deprivation and assist in meeting local housing needs of all demographic groups.

Through developing a proactive range of approaches to dispose of brownfield sites the council can develop schemes to support provision of affordable housing, improve the negative image and perceptions of areas and meet local housing needs. It is intended to improve market confidence in the brownfield sites and in turn generate investment in some of the city's most deprived neighbourhoods. A range of housing tenures and target groups may be possible as outcomes from this work, providing diversity in the choices and access to homes for people wishing to stay or relocate into these neighbourhoods.

Consultation regarding the proposals for individual sites will continue to take place with Ward Members, local stakeholders and residents as proposals and development schemes are brought forward.

Any proposals on specific sites will be subject to planning applications and therefore statutory requirements relating to accessibility will be fully considered in the design and implementation of any housing.

- **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 programme will enable a coordinated approach to stimulating investment in deprived areas and to disposing of brownfield sites that currently impact negatively on local communities. Development proposals will be subject to local consultation and linked to the development of local regeneration strategies – this will offer a catalyst for community engagement and capacity building, through locality working.

Development and investment will have a positive impact on neighbourhoods and will improve external negative perceptions of those areas.

- **Actions**

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

Consultation on the proposals will take place with Executive Members and where there are subsequent proposals arising for individual sites, relevant ward members will be engaged. Detailed proposals would be the subject of consultation with local residents and stakeholders and where appropriate individual schemes would be further screened for their equality impacts. In each case the intention would be to ensure local knowledge and concerns are reflected in the design of developments and to deliver schemes that fit with the existing neighbourhoods. Training and employment outcomes will be sought as part of the investment to offer opportunities for local people and to support local ownership of the schemes.

**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	10 <sup>th</sup> January 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.

Please send a copy to the Equality Team for publishing

<b>Date screening completed</b>	
<b>Date sent to Equality Team</b>	
<b>Date published</b> (To be completed by the Equality Team)	