

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: Forward Planning and Implementation
Lead person: Martin Elliot	Contact number: 51702

1. Title:

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

A report to Executive Board requesting that revisions are made to both the Gypsy and Traveller Pitch Requirement Study and Core Strategy Policy H7 on Accommodating Gypsies, Travellers and Travelling Showpeople. These are necessary so as to ensure that the Core Strategy Inspector endorses the policy at a further hearing session of the Core Strategy in May 2014.

The original policy and pitch requirement study was considered and approved by Executive Board at their meeting in September 2013.

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 proposal will affect the Gypsy and Traveller community in Leeds. The proposal is a positive impact on this group as it sets out the level of need for pitches in the future.

Through the Core Strategy process there have been a small number of representations from members of the settled community objecting to the provision of new sites for Gypsies and Travellers. The Council has a responsibility to assess the needs of G&T in line with Government policy (DCLG, Planning for Travellers, 2012) and identify land to meet these needs.

The revisions to the approach are directly involving the Travelling community themselves through their representative group (Leeds GATE) and also through the results of a local survey.

- **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 proposal will support the existing Core Strategy policy in Accommodation for Gypsies, Travellers and Travelling Showpeople which has already been subject of EIA screening and will seek to positively address the issue of meeting the needs of these groups in Leeds. The policy advises that accommodation for these groups should be provided in much the same way as for the settled community., and promotes an equality of provision. The revised study also identifies the specific accommodation requirements of the Gypsy and Traveller community in Leeds i.e. a demand for private pitch provision in addition to local authority provision. This will ensure a diversification of housing opportunities to Gypsies and Travellers in Leeds.

- **Actions**

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

The evidence base has been subject to specific consultation with Gypsy and Travellers groups and their representatives. Lessons have been learned on how best to engage and communicate with these groups that will help inform the Site Allocations Plan which seeks to identify specific sites in accordance with the Core Strategy District-wide target. The equality characteristics which are particularly affected are those on low income and they young, and the provision of facilities in particular will benefit all groups but in particular these groups.

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

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	4 th February 2014
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	