

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
Lead person: Mark Mills	Contact number: 0113 2476241

1. Title: Village Centre Improvements - 21 – 37 High Street, Kippax

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify: Proposal

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

Kippax village centre provides a range of services and is the focal point for retail activity for Kippax and neighbouring Allerton Bywater. A number of initiatives have been progressed to improve the perception, amenity and economic performance of the centre.

However, land at 25-29 High Street and the neighbouring listed building at 31-37 High Street within the same ownership creates a particularly negative impression of the High Street

There is a desire, shared by the Parish Council, Leeds City Council and the Traders Association and in line with the ambition of the emerging Neighbourhood Plan for the area, to deliver a scheme which will result in a positive and lasting improvement.

This screening supports a report to Executive Board seeking approval to continue negotiations with the owner; the preparation of a Development Brief for the properties that will support the procurement of a developer and outline the basis for redevelopment. The report also outlines the potential to ringfence receipts from the sale of Council owned properties in Kippax to support a redevelopment scheme at 25-37 High Street; and identifies the potential for the use of Compulsory Purchase powers if necessary.

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)

Scope

Is limited to the buildings and land in question but because their nature is highly visible, within the retail and business centre of Kippax, proposals will impact on the wider community. The Executive Board report seeks broad approval to proceed.

Impact on equality groups

Improvements to the perception, amenity and economic viability of the area will potentially benefit the whole community, including vulnerable groups.

Consultation and engagement

Ward members, the Parish Council and Traders Association have actively been involved in bringing forward improvements to Kippax over the years. They have instigated the emerging ideas for the High Street and are keen to work with Council to bring schemes forward.

Kippax is a Neighbourhood Planning pilot area. The Parish Council is currently co-ordinating the preparation of a Neighbourhood Plan. The group has a strategy for public consultation and is keen to ensure that policies are included in the emerging plan for the village centre.

Initial discussions have taken place with the businesses at 25-29 High Street to help the search for alternative premises.

Efforts to directly liaise with the owner of the site have not been successful but will continue.

- **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)

It is unlikely that the council's proposal to improve this area will impact differently on any specific equality groups; no detrimental impact can be identified for any groups. No other local scheme has been identified that the predicted capital receipt could resource.

Kippax enjoys low levels of worklessness and income profile is relatively high, however an ageing population and poor health profiles that probably reflect Kippax's mining heritage will need to be addressed in consultation and engagement proposals.

• **Actions**

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

There will be further discussions with those directly affected along with wider public consultation and engagement. Specific milestones might be:

- Site acquisition stages, including the need to invoke Compulsory Purchase powers
- Draft and final development brief
- Procurement stages
- Design options
- Build programme

An access focused communications strategy will be needed to ensure engagement with all sectors of the community especially when designs become available.

The need to balance the rights of the individual with the general interest and the protection of the rights and freedom of others has been addressed in the Executive Board report. The need for sensitivity in managing this case has been identified and may require expert mediation especially in the event that negotiations with site owners breaks down with a consequent requirement to invoke compulsory purchase powers.

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
Mark Mills	Project Manager	14 March 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	11 March 2014
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	20 March 2014