

# 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</b>
<b>Lead person: Mark Mills</b>	<b>Contact number: 0113 2476241</b>

## 1. Title: Beckhill Neighbourhood Framework

Is this a:

- Strategy / Policy**
                 
  **Service / Function**
                 
  **Other**

**If other, please specify**

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

Briefly, the Beckhill Neighbourhood Framework provides direction for deploying potential investment resources created by the sale of land for new housing, supporting wider regeneration activity including proposed improvements to existing housing and neighbourhood amenity and services in the Beckhill estate in Meanwood.

The Framework proposes a series of environmental and infrastructure improvements to Beckhill Approach and surrounding streets to enhance housing market confidence and demand and make the area a safer, cleaner place to live, help promote specific development opportunities as they arise and use the engagement process to help re-establish community confidence.

The framework is now at final draft stage and its approval is now being sought from Leeds City Council's Executive Board at its meeting on 25 June 2014.

Executive Board is asked to:

- Approve the Beckhill Neighbourhood Framework;
- Agree to the principle of ringfencing a percentage of the receipt achieved from the sites at Beckhill Approach and Beckhill Grove to secure wider estate improvements as set out in the framework;
- Agree to the Beckhill Neighbourhood Framework being used to inform, guide and be used as a material consideration when determining planning applications.

### 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 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)

An edci screening was completed to support the draft consultation phase in February 2014. It identified a number of actions to be taken to mitigate potential discrimination as detailed proposals emerge, including the requirement for edci reviews, of which this is the first.

No new factors have been identified at this early stage, however the Executive Board report raises more clearly the potential risk to equitable provision across the city presented by the intention to ringfence a specified percentage of the capital receipt as it will by definition remove that resource from the council's overall capital programme.

In resource terms there is still a need to identify significant staff input across agencies to ensure residents can be sufficiently well engaged in the development planning process to produce confidence in the framework.

- **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)

Ringfencing receipts

No city-wide edci oriented project is compromised by the proposed ringfencing and the overall benefit to a disadvantaged community will have a positive impact.

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

Little change can be identified from the original action plan, represented here and including the reference to capital receipt.

*Differential impact*

When the need emerges to consider the particular needs of a specific equality characteristic as development proposals come forward, (for example older peoples' or lifetime housing) an edci screening will take place and will be incorporated into project management and governance. This will include decision-making around capital receipt

spend.

*Engagement and consultation; and integrating communities*

Ward Members and Area Support Teams and Housing Leeds tenancy and estate officers have contact with some local residents, stakeholders and locally based organisations – need to agree a communications strategy going forward, including welcoming potential new residents. Current consultation includes multiagency door to door visits, a dedicated event with councillors and service deliverers present in an accessible consultation space across accessible times, LCC webpage promotion and download facility. Feedback will be undertaken via locally based teams/organisations and a report posted on the website.

*Special housing need*

Housing Leeds officers will be involved in framework consultation and project teams to ensure specific housing needs are recognised and either can be met within council housing resources or referred elsewhere.

*Integrated Services*

Monitor expectations that Health and wellbeing partnership involvement in the area will support the BIG whole team approach to addressing neighbourhood concerns.

*Next steps*

Once approved via consultation and reports to Inner East Area Committee, City Development Directorate and LCC Executive Board if required, council teams will use the framework to support the investment strategy, to promote the area to developers and guide proposals as they emerge, and support the process of achieving planning consent.

**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

08/05/14

## 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** screenings should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	7 May 2014
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	