

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: Toby Meekings	Contact number: ext 76418

1. Title: Little London Community Hub

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The Little London Community Hub is a mixed-use redevelopment comprising new retail provision and a combined neighbourhood housing office and community centre.

The initial EDCI screening for the project recommended reviews at key milestones.

This review is being undertaken to reflect progress on the project's detailed design stage and in particular supports a report to Leeds City Council's Executive Board on 25 June 2014 seeking an approval to authorise expenditure from the HRA and General Fund Capital Schemes to deliver a new community centre and a new neighbourhood housing office in Little London.

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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)

Previous EDCI assessments have set out the context and background for the project, the demography of the neighbourhood and described extensive consultation and the means by which stakeholders have been and continue to be engaged with this complicated and multifaceted local regeneration project.

The current position for each of the 4 elements of the project:

Retail:

LCC have exchanged contracts with a retail developer for the provision of new retail on the former housing office site on Oatland Drive. Continuity of service was provided for residents in the Little London area.

Temporary relocation of neighbourhood housing office:

Temporary housing office was put in place following exchange of contracts with the retail developer in October 2013. A continuity of frontline service is being provided to tenants in the Little London area.

Community centre and NHO new build:

Location of the new community centre and neighbourhood housing office means that the existing community centre will not need to be closed during the new build construction allowing for continuity of service to residents and tenants in the Little London area.

- **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 expected that impact will be largely neutral across equality characteristics and care is being taken to ensure that residents and stakeholders continue to be engaged in the process of change, maximising the opportunity for concerns to be raised and addressed.

Retail:

- Planning process will ensure DDA compliance and the opportunity for stakeholders to contribute views. The improved retail provision, including the supply of healthy fresh

food, is likely to benefit all residents

Relocation of neighbourhood housing office:

- Services must be seamless, ensuring that residents will have continuity of provision. The temporary building that has been procured is fully DDA compliant.

- **Actions**

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

It is intended that residents will be kept equitably informed of overall project progress.

Concerns about road safety were addressed by adding a second, raised pedestrian crossing, thus avoiding the need for additional speed bumps

Community centre and NHO new build

- The multi-agency working group is committed to identifying specific user and provider needs and potential solutions as locally as possible during the build programme
- The new facility will be DDA compliant and provide cycle storage. Its design is inclusive and flexible and will support as least a wide of range of use as the current space. Consultation with users and providers including Housing Leeds will ensure that internal design feasibility takes into account identified need and can fine tune detailed requirements, for example storage and signage
- Parking for the whole complex including the school has been designed so that school parking can be accessed out of hours by the general public.
- Concerns expressed during consultation about safeguarding for children and young people are being addressed by the school's security design.

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

Toby Meekings

Project Officer

13th May 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** screenings should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	13 May 2014
If relates to a Key Decision - date sent to Corporate Governance	N/A
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	