

# 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: Property Services</b>
<b>Lead person: Mike Ross</b>	<b>Contact number: 39 51479</b>

## 1. Title: 265 and 269 Roundhay Road, Harehills, Leeds, LS8

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify: Property transaction**

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

**Transfer of freehold interest of Council owned property, 265 Roundhay Road, with freehold of Leeds City Credit Union property, 269 Roundhay Road in order to allow the opening of a low cost loan shop.**

### 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)

These issues have been considered and addressed in the body of the Executive Board report.

‘The creation of an affordable loan shop in this part of Leeds will tackle the financial exclusion of poorer residents of Leeds and put in place mechanisms to assist people and provide an alternative to high interest doorstep lenders and loan sharks.’

- **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)

These issues have been considered and addressed in the body of the Executive Board report.

‘The Best Council Plan published in 2013 has an ambition for Leeds to be the best city and Leeds City Council to be the best council in the UK. One of the outcomes for the plan is to improve the quality of life for residents, particularly for those who are vulnerable or in poverty. The best council priority for 2013 to 2017 to support communities and tackle poverty by helping people out of financial hardship and into work, has objectives for 2014/15 which include increasing the membership of Leeds City Credit Union, increasing the number of affordable loans and reducing the dependency on discretionary financial support. The services provided by LCCU which the Council are supporting are those which directly contribute to the aims objectives and outcomes of the Best Council Plan.

The loan shop on Roundhay Road is seen as a key initiative in meeting the joint objectives of the Council and LCCU, to deliver basic, affordable financial services to citizens in the poorer communities of Leeds and supports the Take a Stand campaign against high cost lenders.’

<ul style="list-style-type: none"> <li>• <b>Actions</b>  <b>(think about</b> how you will promote positive impact and remove/ reduce negative impact)</li> </ul> <p>The property transaction referred to in the Executive Board report is a stand-alone action.</p>

<b>5. If you are <b>not</b> already considering the impact on equality, diversity, cohesion and integration you <b>will need to carry out an impact assessment.</b></b>	
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)	

<b>6. Governance, ownership and approval</b>		
Please state here who has approved the actions and outcomes of the screening		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
Chris Gomersall	Head of Property Services	13/06/2014

<b>7. Publishing</b>	
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>	13/06/2014

<b>Date sent to Equality Team</b>	13/06/2014
<b>Date published</b> (To be completed by the Equality Team)	