

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 & Implementation
Lead person: David Feeney	Contact number: 74539

1. Title: Leeds Core Strategy Inspector's Report & Adoption

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

Following formal submission of the Leeds Core Strategy for independent examination the Inspector's Report has now been received. The Inspector has concluded that the plan is sound and provides an appropriate basis for the planning of the City and District to 2028, providing a number of Main Modifications are made. A report is therefore being made to Executive (17th September 2014), which requests that the Board notes the Inspector's Report (including his recommendations and reasons) and recommends to Council that the plan is adopted.

The Core Strategy is therefore nearing its final stage and has been in production for some time, with each key stage previously reported to Executive Board (prior to formal consultation and submission). The Publication document was considered by the Board on 10th February 2012 and Pre-submission Changes 7th November 2012. The Publication document and Pre-submission Changes, were subsequently considered by

full Council on 21st November 2012, with an agreed recommendation to submit the Core Strategy for independent examination. At each of these stages, the plan was supported by comprehensive Equality, Diversity, Cohesion and Integration Screening documents (EDIC).

The plan was submitted for formal examination in April 2013 and through the course of the examination process, the Inspector recommended further evidence and policy work to be undertaken in relation to Affordable Housing and Gypsies, Travellers & Travelling Showpeople (GT&TS). In response to the issues raised by the Inspector, Executive Board considered amendments to the City Council's approach to Affordable Housing (18th December 2013) and GT&TS (14th February 2014). These changes were supported by EIA Screening documents and were subject to consultation on draft Main Modifications for consultation (12 March 2014 – 24 April 2014 and 16 June 2014 – 25 July 2014). Following the close of consultation and the Inspector's consideration of representations received, the Main Modifications have subsequently been incorporated into the Inspector's Report.

It should be noted that the Main Modifications also include a number of relatively minor wording changes to the submitted plan, in other policy areas. It should be emphasised however, that the Main Modifications were largely put forward on the basis of seeking to improve the clarity and delivery of policies, rather than changing their overall intent. Consequently, the Main Modifications do not change the conclusions of the EDCI Screenings previously undertaken. In fact, the Main Modifications are beneficial to the overall implementation of the Core Strategy, in seeking to ensure that policies are clear, effective and reflect their intent.

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	x	

<ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 		
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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).

As outlined in section 2 above, the Core Strategy is now nearing its final stage, with Executive Board being requested to recommend to Council that the plan is adopted. The preparation of the plan has been within the context of the LDF Regulations (and Strategic Environmental Assessment Directive) and the City Council’s adopted Statement of Community Involvement (SCI). Integral to this process also has been the preparation of a Sustainability Appraisal at each key stage, to appraise the plan in relation to a series of economic, social and environmental objectives. In addition to the separate EDCI Screening exercises which have been undertaken, equality, diversity, cohesion and integration issues have therefore been central to the overall preparation of the plan.

- **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)

Key findings have previously been set out in EDCI Screenings of the Publication Draft Plan, Pre-Submission changes and subsequent revisions to policies for Affordable Housing and Gypsies, Travellers and Travelling Showpeople. As noted above, the Main Modifications which have arisen through these later changes, do not change the overall intent of the plan but assist with clarity, effectiveness and deliverability. Extensive public consultation has been integral to the preparation of the Core Strategy. Related to this, all the EDCI screenings which were undertaken at relevant stages are all publicly available.

- **Actions**

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

Key actions have been incorporated into previous EDCI Screening exercises, and via mitigation as part of the Sustainability Appraisal process.

The Core Strategy is underpinned by a monitoring framework, which provides a basis to monitor the performance and delivery of the plan. With regard to issues highlighted by the EDCI Screening, the monitoring framework includes housing (incorporating progress against overall targets, housing mix, Affordable Housing, housing for older persons, student housing and Gypsies, Travellers and Travelling Showpeople), the distribution of new housing development (by settlement and by Housing Market Characteristic Area), delivery with Regeneration Priority Programme areas and the accessibility of new development.

Taken as a whole, this framework, enables the implementation of the Core Strategy to be assessed and to track progress across the plan, including equality issues and to link back to the EDCI Screening as appropriate.

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