

# 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: Asset management and regeneration</b> |
| <b>Lead person: Mark Mills</b>       | <b>Contact number: 2476421</b>                         |

## 1. Title: Next steps in the Brownfield Land Programme

Is this a:

☒

**Strategy / Policy**

☐

**Service / Function**

☐

**Other**

**If other, please specify**

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

The Council's Brownfield Land Programme was established in January 2013 with the aim of bringing brownfield sites owned by the Council forward for development of new homes in a coordinated and phased way and at pace, whilst helping to mitigate developer risk and increase viability. The programme includes 29 sites totalling 45ha of land, capable of delivering c.1200 new homes, predominantly in the Halton Moor, Middleton and Seacroft areas of the city.

The delivery of high quality new housing across tenures and in the right locations is critical to realising the Vision for Leeds and delivering the Best Council Plan. It plays a key role in meeting the needs of current and future residents of Leeds, in enabling families and children to be healthy and to succeed and in helping communities realise ambitions for the regeneration of their neighbourhoods.

This screening supports a report to Executive Board on 19 November 2104 seeking support for the use of the Homes and Communities Agency's Development Partner Panel route as the procurement model and delegated authority to package the programme appropriately and to enter development agreements.

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.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

| 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> | <br><br><br> |    |

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)

The scope of the proposal is limited to specific development sites, all occurring within neighbourhoods disadvantaged to different degrees. However they all comprise long term vacant land causing potential or actual negative impact and in freeing up development their improvement will be of economic, social and environmental benefit.

A robust options appraisal for the procurement route has been used and if approved, the reports' recommendations will ensure value for money and resource efficiency, and will enhance rather than divert resources from support for vulnerable groups, speeding up the pace of delivery and giving the council an opportunity to be more prescriptive about the type of housing (older people/ affordable/ market); and about the quality of development.

The proposals help meet the requirements for open market, specialist, affordable and self-build homes identified in the Housing Investment Land Strategy. The strategy requires development proposals to meet local need and support regeneration opportunities which again will address equality groups' housing choice. The proposal also responds to the Better Lives for People in Leeds agenda, primarily focused on older people.

Market research with developers to frame conditions for disposal has been undertaken and reinforces the expectation that a mix of tenure and house type is needed on all identified sites, and may enable more Extra Care units to be established. In addition, support for local labour and training targets is a commitment by all taking part.

Ward/Executive member consultation has regularly been undertaken as the Brownfield Land Programme has progressed and community engagement has been particularly strong and positive in Middleton/Belle Isle and Chapel Allerton wards, resulting in the publishing of Neighbourhood Frameworks. Seacroft's is expected very soon.

The planning process will operate for any development proposal coming forward and ensure that consultation is accessible across communities

- **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)

Now that more detail is available it is possible to see that the mix of housing on any given

site might impact differently on equality groups, or be perceived so to do, and that not just overall decisions about mix and tenure will be required but section 106 decisions regarding affordable housing and green-space for example, will need to bear that in mind.

Similarly it is possible that communities in wards not represented within the Brownfield Land Programme might perceive that resources are being allocated unequally and respond negatively.

Integrating new residents into established communities where there may be cohesion issues might pose a challenge to both groups.

- **Actions**

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

Going forward into delivery phases, programme managers will ensure that the most robust research into need and demand continues to be available to potential developers and partners and informs decision-making.

Communities will be involved in decision-making so far as possible in the expectation that planning approvals and supporting section 106 decisions regarding affordable housing and green-space reflect existing neighbourhood plans and aspirations, and high standards of design and build can be achieved.

This process will be eased by the Neighbourhood Frameworks that actively promote an inclusive approach to engagement that mines existing structures and can highlight any emerging cohesion problems and their possible resolution.

**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<br>(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 | Programme Manager | 23 October 2014 |

|                                 |  |                 |
|---------------------------------|--|-----------------|
|                                 |  |                 |
| <b>Date screening completed</b> |  | 21 October 2014 |

## 7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality screening should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk) for record.

Complete the appropriate section below with the date the report and attached screening was sent:

|  |            |
|--|------------|
| For Executive Board or Full Council – sent to <b>Governance Services</b>                               | Date sent: |
| For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>  | Date sent: |
| All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a> | Date sent: |