

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: Lee Arnell	Contact number: 24 75408

1. Title: Temple Mill

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify

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

This screening exercise sets out to ensure that due considerations are given to Equality, Diversity, Integration & Cohesion in arriving at the following recommendations being made to Executive Board on November 19th regarding Temple Mill. The recommendations being:

- i) Agree that a redevelopment of Temple Mill is a city priority for securing Heritage Lottery Fund grant support given its Grade I listed status and at risk condition.
- ii) Agree in principle to work with Citu to facilitate the restoration of Temple Mill and the regeneration of Bath Road and Leodis Court.
- iii) Provide in principle support to Citu's Stage One Heritage Lottery Fund Major Grant funding bid, to be made by a trust established by Citu, for their proposals for Temple Mill as set out in this report.

- iv) Instruct officers to undertake more detailed diligence and joint working with Citu on the matters highlighted in paragraph 3.09 and in accordance with the principles set out in this report.
- v) Instruct officers to report back to Executive Board with further recommendations regarding the proposals to bring about the restoration of Temple Mill.

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. 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?		√
Have there been or likely to be any public concerns about the policy or proposal?		√
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		√
Could the proposal affect our workforce or employment practices?		√
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 = Yes Fostering good relations 	√	

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)

In drawing up recommendations, consideration was given to whether these initial actions could have impacts for equality, diversity, cohesion and integration. At this stage, there has been initial consultation with Elected Members. It is proposed for there to be more specific consultation as further details are developed for proposals.

- **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)

At this stage, the Executive Board report considers the principles by which the Council can support the third party led restoration of Temple Mill and does not provide specific commitments from the Council, with further detail to be worked through with Citu and on specific details on how the Council can support the restoration of building. As further detail is investigated and developed following Executive Board, there will be further opportunities to consider equality impacts of the specific proposals. At this early stage, the following findings have been identified:

- A redevelopment at Temple Mill, and also at adjoining assets, could have a positive impact on the local economy by creating new jobs and homes and boosting of the city's profile. A comprehensive development of the sites can also improve the quality of place in this location and environment.
- A cultural/ learning space at the Temple Mill can support equality of opportunity and provide access to a major heritage space that many communities may not be able to access.
- Existing users of parts of the building that are safe to use may be impacted by Citu's proposals, depending on what role they may have in the proposals.

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

As further diligence takes place on Citu's proposal and further recommendations are made on specific commitments the Council could make to support a restoration of Temple Works, there will be ongoing and regular considerations of equality and diversity impacts.

Work with Citu and their charitable trust to better understand how existing users may be involved in their proposals for the building.

To ensure that planned consultation and engagement on proposals takes into consideration equality and diversity considerations.

5. If you are *not* already considering the impact on equality, diversity, cohesion and integration you *will need to carry out an impact assessment*. N/A

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
Christine Addison	Chief Asset Management and Regeneration Officer	17 th October 2014
Date screening completed		16 th 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 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 Governance Services	Date sent: 7 th November 2014
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: