

# 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: Transport Policy</b>
<b>Lead person: Liz Bennett</b>	<b>Contact number: 0113 2478228</b>

## 1. Title: Response to Sir David Higgins report 'Rebalancing Britain from HS2 towards a national transport strategy'

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 supports a report to Executive Board regarding a response to Sir David Higgins report 'Rebalancing Britain from HS2 towards a national transport strategy'. This follows the approval of the Council's response to the HS2 Phase 2 proposed line of route formal consultation in December 2013, the recent review of HS2 by Sir David Higgins and "One North" HS3 proposition. This report also sets out the main principles for the development of the Council's policy in relation to HS2 and HS3, and considers how the Council can realise the regeneration and economic growth benefits of enhanced connectivity.

## 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?	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)

The Executive Board report outlines a strategic response to Sir David Higgins report 'Rebalancing Britain from HS2 towards a national transport strategy'. The report sets out the position that Leeds City Council is seeking to develop an approach to HS2 and HS3 to act as a catalyst to economic growth that is sustainable and inclusive, in terms of maximising the regeneration potential of the scheme and supporting the development of

a jobs and skills legacy.

- **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)

As the scheme develops there will be specific impacts on several of the equality characteristic. However, this will be addressed as the project proceeds through the planning and design stage and the EDCI assessment procedure will be invoked as and when appropriate.

Potential positive impacts could include:

- The ability to work with HS2 Ltd to influence the location of a HS2 station to help secure a location that has good public transport accessibility to all equality groups..
- The strategic proposition for HS2 and HS3 and improved local connectivity package has potential positive impacts including improved access to public transport, which in turn could increase access to employment, education, and leisure services and facilities for all equality groups, particular young and older people, disabled people and their carers.
- The arrival of HS2 and HS3 supported by the creation of a jobs and skills programme, has the potential to be a catalyst for job creation which will have a positive impact on all equality groups particular young people.
- The Council will continue to press HS2 Ltd and the Government on the mitigation of the line of route to ensure that the certain vulnerable groups are not marginalised by the proposals

- **Actions**

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

The Council will continue to develop a response to Government's request for HS2 Growth Strategies, which promotes economic growth that is both sustainable and inclusive. This will include working with the LEP on a Jobs and Skills legacy which will have a positive impact on young people. An integral part of this work will continue to develop a Masterplan for the area surrounding the HS2 station location, including links with the communities living near to the station in the Holbeck, Richmond Hill and Beeston areas of the City.

The Council will continue to press HS2 Ltd and the Government on the mitigation of the line of route. It is expected that as with any project of such a scale the development of the route will be an iterative process of refinement and development, both in Leeds and elsewhere, and that this will focus on providing a more acceptable final proposal.

**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:	N/A
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Date to complete your impact assessment	N/A
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Lead person for your impact assessment (Include name and job title)	N/A
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**6. Governance, ownership and approval**

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
	Transport Strategy Manager	26/11/14
<b>Date screening completed</b>		26/11/14

**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: