

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 & Regeneration
Lead person: Adam Brannen	Contact number: 0113 2476746

1. Title: East Leeds Extension – Land Acquisition

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify: Programme

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

This equality impact screening is to support ongoing work undertaken by the Council towards the enabling of infrastructure delivery and housing growth in the East Leeds Extension. This includes project development activities to deliver a major new highway scheme – the East Leeds Orbital Road. A report to Executive Board will request authority to enter negotiations towards the acquisition of privately owned land that will be required to support the delivery of the road and related construction of a major housing scheme.

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">• Eliminating unlawful discrimination, victimisation and harassment• Advancing equality of opportunity• Fostering good relations		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 specific proposals to Executive Board are to consider the Council assisting in land assembly in a part of the East Leeds Extension, which would involve direct negotiation with identified landowners. The landowners are willing vendors and the exercise would be with a view to establishing commercial terms agreeable to all parties, based on fair and independent valuation advice. There are no specific equality issues relating to this.

- **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).

Acquisition of the land in this part of the East Leeds Extension would be subject to the matters set out in the report to Executive Board and the Exempt Appendix. If this is achieved it will facilitate infrastructure delivery and housing growth. Consultations and engagement with all relevant stakeholders will be programmed into the design project for the road, which will be led by the Council. This further work will be the subject of revised screenings and more detailed EDCI assessment to ensure equality impacts are being considered at all stages of the project's life.

There is likely to be some public concern about the development of the East Leeds Extension as it is currently a greenfield site. Although this has been allocated for development for some years, some local residents may not be aware of this and may perceive land assembly to facilitate this as a threat to their current local environment. This screening recognises this public concern but does not find that there is an impact on any equality characteristics.

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

As there are no specific negative equality impacts relating to the proposed acquisition of land as set out to Executive Board, it is not considered that any specific actions are required in respect of this.

However, the Council's approach to its leading role in facilitating infrastructure and housing development in the East Leeds Extension ensures that all current and anticipated legislation requirements relating to planning, consultation, highways design

etc is incorporated into the outline proposals, so that matters such as different housing needs (type, size and tenure), disability access and the needs of users of all forms of transport (public transport, private vehicles, cycles and pedestrian) are considered and used to inform the future project from an early stage. It will also consider how to minimise its impact on the local environment so that any future road building is undertaken with as little impact on the local amenity of existing residents as possible.

The proposed road continues to be the subject of discussions with all landowners in the affected area of the East Leeds Extension so that the needs and aspirations of all potentially affected parties are understood and incorporated into the project.

Public engagement and consultation will also take place in relation to the specific development proposals as they come forward to ensure all local concerns are understood and as far as possible responded to.

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
Adam Brannen	Head of Regeneration	20 th November 2014

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.

Please send a copy to the Equality Team for publishing

Date screening completed	20 th November 2014
Date sent to Equality Team	TBC
Date published (To be completed by the Equality Team)	