

## 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: Environments and Neighbourhoods</b> | <b>Service area: Housing Leeds</b>  |
| <b>Lead person: Mark Wheelwright</b>                | <b>Contact number: 0113 3781357</b> |

### 1. Title: Cautley Road – Allotment Lease (Cross Green TARA)

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Housing Leeds is working with Cross Green Tenants and Residents group to develop a community allotment and take on a lease for the land at rear of Cautley Road garage site.

### 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"> <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**.

### A)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)

- Increase a sense of belonging that builds cohesive and harmonious communities; by supporting all local residents groups to work together for the benefit of the community.
- Improving quality of life for residents; growing and consuming vegetables is known to be beneficial to health and also promotes new skills and learning for those residents who have not previously been involved in growing their own food.

### C) Actions

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

- Once the site is safely accessible alterations will be made to the steel fencing to allow access for residents. Wheelchair / Scooter access and passage will be explored to enable participation for disabled users.

**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 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

#### Type of Decision being assessed

Please tick as appropriate

**Key** (Incurring expenditure or making savings over £250,000 each year and or outcome will have significant effect on communities living in an area comprising two or more wards)

**Major** (incurring expenditure or making savings over £100,000 per year)

**Significant Other** (as Delegated Decision Making definition set out in Pt 3 of Constitution)

**Administrative** (not in conflict with approved policies and do not raise new issues of policy)

| Name             | Job title                   | Date                          |
|------------------|-----------------------------|-------------------------------|
| Mark Wheelwright | Investment Strategy Officer | 27 <sup>th</sup> January 2015 |

### 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.

|  |  |
|--|--|
| Date screening completed   |  |
| Date sent to Equality Team<br>(cc Service Improvement Section - Linda Marsh) |  |
| Date published<br>(To be completed by the Equality Team)                     |  |