

# 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: Lee Arnell</b>	<b>Contact number: 75408</b>

## 1. Title: *HS2 Regeneration Delivery Vehicle*

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 relates to recommendations to be made to the Council's Executive Board on the 18<sup>th</sup> March 2015. Specifically, it considers proposals for the Council to agree to enter into a collaboration agreement with the government owned London and Continental Railways on regeneration orientated activities associated with the delivery of a High Speed Rail 2 railway interchange in Leeds. It also seeks approval to Heads of Terms for the formation of a Joint Venture vehicle between the Council and London and Continental Railways to facilitate regeneration activities around the HS2 station.

## 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)

By agreeing to a collaboration and formation of a Joint Venture with London and Continental Railways on regeneration activities, this could see the way the Council facilitates regeneration are organised. For example, land could be acquired through the Joint Venture, whilst the joint working with Government will see London and Continental attend meetings. Consideration was given as to whether this approach could have any

equality related impacts, looking at impacts on staff or end users that may benefit or impact from this arrangement. This considered each of the equality, diversity, cohesion and integration characteristics.

- **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)

The review demonstrated that the proposals and recommendations would not have a negative impact on equality characteristics. The outputs from the partnership and Joint Venture could have positive impacts – e.g by facilitating activity that delivers economic growth, and breaks down economic exclusion to the city centre. Should the Joint Venture be commissioned to have a wider remit, this may have equality impacts but the precise nature of these would need to be evaluated at that point in time.

- **Actions**

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

There will be ongoing monitoring of the partnership and Joint Venture to identify if they are any equality impacts arising, and mitigate where the impact could be negative and exploit the opportunities should there be a positive impact.

Any decisions to commission the vehicle to deliver work on the Council's behalf will be subject to the Council's decision making procedures and thus equality screenings will take place on any such decision.

**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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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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
Liz Hunter	Strategic Transport Manager	25 <sup>th</sup> February 2015
<b>Date screening completed</b>		25 <sup>th</sup> February 2015

**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: 26 <sup>th</sup> February 2015
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent: 26 <sup>th</sup> February 2015
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: 26 <sup>th</sup> February 2015