

# 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: 24 75408</b>

## 1. Title: South Bank Regeneration

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

**If other, please specify:** position statement.

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

This screening exercise concerns the recommendations to be made to the Executive Board meeting of July 15<sup>th</sup> regarding the South Bank Regeneration initiative.

## 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**.

<b>4. Considering the impact on equality, diversity, cohesion and integration</b>
<p>If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.</p> <p>Please provide specific details for all three areas below (use the prompts for guidance).</p> <ul style="list-style-type: none"> <li>• <b>How have you considered equality, diversity, cohesion and integration?</b> (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)</li> </ul> <p>By agreeing to progress further work and progress potential land assembly opportunities within the South Bank there is potential for the regeneration activities to have a positive impact in fostering equality of opportunity across a number of equality groups. In forming the recommendations there was consideration of each of the equality characteristics and whether the recommendation would cause any negative impacts for communities, based upon existing evidence and also when considering any comments received at a South Bank stakeholder engagement event in January.</p>
<ul style="list-style-type: none"> <li>• <b>Key findings</b> (think about any potential positive and negative impact on different equality</li> </ul>

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 recommendations contained in the report are high level and are mainly to initiate further detailed activities that will be reported back to Executive Board or decision makers at a future date – for example, proposals to deliver public spaces improvements, or the ongoing work to explore extending the remit of city centre management. At this stage, there is too little detail on the specifics of these activities to determine any negative or positive impacts arising. Overall, however, it is considered that the recommendations will help to maximise equality of opportunity and cause no negative impacts. As work commences in detail on these points, there will be a detailed and comprehensive consideration of the equality and diversity implications, particularly on any physical works. The recommendation to explore the feasibility of extending the remit of city management may change the way internal activities are organised.

- **Actions**

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

For each of the recommendations contained within the report, there will be a further equality screening on the proposals and detailed and comprehensive consideration of any equality implications.

**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:	June 5 <sup>th</sup> 2015
Date to complete your impact assessment	June 5 <sup>th</sup> 2015
Lead person for your impact assessment (Include name and job title)	Lee Arnell Principal Regeneration Officer

## **6. Governance, ownership and approval**

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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Adam Brannen	Head of Regeneration	01/07/2015
<b>Date screening completed</b>		

## **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: