

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: Development Department	Service area: Economic Development
Lead person: Gareth Read	Contact number: 2474180

1. Title:

Leeds Bradford International airport

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 document is in relation to a report providing a progress update on Leeds and Bradford International Airport. This outlines the future plans to grow the airport to increase passenger numbers from 3.3m users currently to 7.1m passengers by 2030, increase freight and create more employment opportunities. There are also plans to improve the transport network including a new link road and in the medium / long term a potential new rail line. The report is split into sections and these include:

- surface access strategy - which provides and update on the new link road and proposed rail hub,
- the airport masterplan – this outlines the plans to grow the airport,
- site allocations including the potential release of employment land,
- an employment and skills update.

The topics in this report overlap somewhat with the Site Allocations plan and the

Core Strategy, particularly the release of employment land. Both of these have also been screened and had full Employment Impact Assessments undertaken and are available on the council's website.

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"> 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 preparation of the Core Strategy and Site Allocations plan, which relate to the potential for airport growth included a full EIA and Sustainability Appraisal at key stages to review the emerging plan in relation to a series of economic, social and environmental objectives. Equality, diversity, cohesion and integration issues have therefore been central to this overall approach.

Specific to this report and the growth of the airport, the proposals include enlarging the airport, increasing passenger numbers, the potential to release green belt land for employment purposes, and improvements to the transport network. This will have a positive effect in terms of employment, increasing choice and enabling wider aspirations of growth around the airport. Growth of the airport will increase choice for passengers, improve access to the global network with an increase of destinations, and create jobs and GVA for the city and city region.

The airport is currently the largest employer within North West Leeds and consequently has a large impact on the local economy and population. Ensuring the prosperity and growth of the airport and the surrounding businesses is important to many parts of society, but in particular those of working age and on lower incomes that rely on the airport as an employer.

- **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)

Airport growth and the benefits to the economy are considered to be a positive for Leeds. However, it is likely that some people will have concerns about the expansion and loss of countryside for employment purposes. The airport masterplan and Site Allocations will be subject to public consultation in the autumn where the public can comment on any adverse effects they consider relevant.

In considering growth to the airport it is important to assess the impact it will have on equality.

People with a disability may find the airport and surrounding employment sites difficult to access. New developments at the airport will need to include a safe and accessible built environment. One benefit of growth to the airport may be an increase in public transport, a reduction in journey times and stronger links to Leeds City Centre. Other options for public transport initiatives are currently being explored. Leeds and Bradford International Airport is an equal opportunities employer and also have a commitment that all airport buildings will be audited to ensure that access and facilities comply with all disability legislation.

The airport is open and accessible to all, but in terms of age the growth of the airport and particularly the increase in employment opportunities are considered to benefit those of working age and in particular the young and those on lower incomes. There is the potential for a range of uses at the site including those relating to the core operations of the airport and more general employment. The council's employment and skills is working with the airport and surrounding businesses to develop potential skills programmes and a broader recruitment offer.

The proposals are not considered to impact on groups due to race or religion. The additional growth, access and employment opportunities at the airport will have a wide benefit across Leeds. Likewise issues of gender or sexual orientation are not considered to be impacted by the proposals.

One potential impact may be the repositioning of employment land away from other areas of the city which could impact on local residents. However, the potential for this is considered to be low as future employment growth is happening across the entire city and future release of land should be the result of additional growth and demand rather than a repositioning of existing sites.

- **Actions**

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

Public engagement will be achieved through consultation on both the airport masterplan and more broadly through the Site Allocations plan. Both are expected to occur in the Autumn and will be advertised extensively to encourage participation. More broadly the Core Strategy and Site Allocations plan will include annual monitoring and will pick up on the issues identified through its Equality Impact Assessment screening.

It is important that the airport masterplan and surface access strategy include elements to monitor impact on equality. This will include considering improvements to public transport, which are anticipated with the completion of the link road, this could include higher frequency of services and reduced journey times. Long term the potential rail link would also see benefits. Work is continuing with the West Yorkshire Combined Authority and Network Rail to progress these elements.

The Employment and Skills team are working closely with the airport and surrounding

businesses and are exploring introductions to the wider ecosystem of the airport's business partners, including retail and hospitality concessions based at the airport, and airlines/maintenance operators/suppliers. This will benefit those of working age, those that live close to the airport and those on lower incomes.

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

Date screening completed

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 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
Governance Services

Date sent: 09/06/2015

For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: