

# 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:</b> City Development	<b>Service area:</b> Asset Management & Regeneration
<b>Lead person:</b> Christa Smith, Principal Regeneration Officer	<b>Contact number:</b> 0113 2478198

## 1. Title:

Is this a:

☐

**Strategy / Policy**

☐

**Service / Function**

☒

**Other**

**If other, please specify:** Regeneration project

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

Cross Green Community Group was re-established in 2014 and has put together a programme of community activities to get local people involved in improving their community. A food growing group has been established since 2015 on land at back Cautley Road, Cross Green.

The food growing group is well established in the local community with a schedule of activity and working with partner organisations. Hyde Park Source is supportive of the group and helps to run community growing sessions.

Funding has previously been provided from the Sustainable Communities Investment Programme (SCIP) for materials, tools and planters. Keepmoat have also supported the scheme by providing a poly tunnel to support the growing initiative.

The group have now requested further funding from SCIP to provide a water connection and utilities on site. The aim is to have utilities housed in a building that can help support the group in delivering community learning and their growing programme.

Moreover, following the clearance of land at Back Cautley Road to provide garden plots, there is a need to fence this land now to create the plots and improve take up of the leases that are available to the community. It proposed that funding is provided to create the improved plots in order to encourage use of this area and deter flytipping.

The Director of Environment & Housing releases £18,000 for the Cross Green Food Growing Utilities project and £15,000 for the Back Cautley Road fencing project and grants authority to spend from parent scheme number 16500/BEI/000 during 2016/17.

### 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**.

#### 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)

This proposal addresses the vision of the Sustainable Communities Investment Programme, spending £5m over three years in Cross Green and the Nevilles. This project is in Cross Green which is in the most deprived 3% nationally in some domains. As equality groups tend to be over-represented in areas of greatest disadvantage, the project will target people most vulnerable to exclusion – Cross Green has very high rates of the determinants of ill health for example, and a very diverse and transient population. This project will target health and wellbeing for people living in Cross Green.

Cross Green has suffered from low levels of investment until the recent past but has benefited not just from SCIP capital but dedicated housing funding and LCC area well-being revenue and capital resources, helping to increase community confidence.

- **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 project will support Cross Green residents who are committed to improving their physical environment, and will also address residents' ability to grow fresh food, which cannot be obtained locally; encourage outdoor communal activity and therefore be of benefit to community capacity, cohesion and resilience overall.

Consultation has been frequent and extensive and is always exercised through existing

community networks. Whilst this does not guarantee participation, the close relationship of the Cross Green community group with all residents means that individual support for people who find engagement difficult can be supplied on demand.

It is possible that some residents who are garage users may need time to adjust to changes in vehicular access, but the levels of engagement indicate that this is unlikely and is outweighed by benefits accruing from improved amenity

- **Actions**

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

An update report is anticipated for Executive Board in Autumn 2016, this will provide a positive update on the project and press releases will be prepared.

Negative response is possible and will be addressed via existing community engagement processes

**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
Christa Smith	Principal Regeneration Officer	22 <sup>nd</sup> June 2016

**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.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	22 <sup>nd</sup> June 2016
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	