

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: City Development	Service area: Plans and Policies Group
Lead person: Paul Bingham	Contact number: x78132

1. Title: Aire Valley Leeds Area Action Plan – modifications and submission

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The Aire Valley Leeds Area Action Plan (AVLAAP) will form one of the suite of documents in the Local Development Framework (LDF) which together form the Development Plan. The scope and purpose of AVLAAP is to provide a planning framework for the Aire Valley Leeds regeneration area and to set out the detailed location of new housing, retail, employment, protected green space, supporting community facilities and infrastructure in the area until 2028. It is in conformity with and builds on the parameters for growth as set out in the Core Strategy (adopted on 12th November 2014), and its key focus is to deliver on the Core Strategy’s principles of sustainable development.

AVLAAP equality impact screening was carried out on the Publication Draft version of the Plan in January 2015. This screening provides an update to that and considers whether there are any implications for equality arising from modifications that are being proposed to the AVLAAP. Agreement is being sought at Executive Board for the Publication Draft of the AVLAAP together with the modifications to be submitted to the Secretary of State for independent examination.

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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)

Equality characteristics to consider

Age Carers Disability Gender reassignment Marriage and civil partnership Pregnancy and maternity
Race Religion or belief Sex Sexual orientation

Other excluded communities – for example, people who are excluded because of: socio-economic status,

social class, income, unemployment, residential location or family background, education or skills levels.

A useful way of mapping inequalities and defining priorities:

- Longevity, including avoiding premature mortality.
- Physical security, including freedom from violence and physical and sexual abuse.
- Health, including both well-being and access to high quality healthcare.
- Education, including both being able to be creative, to acquire skills and qualifications and having access to training and life-long learning.
- Standard of living, including being able to live with independence and security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport.
- Productive and valued activities, such as access to employment, a positive experience in the workplace, work/life balance, and being able to care for others.
- Individual, family and social life, including self-development, having independence and equality in relationships and marriage.
- Participation, influence and voice, including participation in decision-making and democratic life.
- Identity, expression and self-respect, including freedom of belief and religion.
- Legal security, including equality and non-discrimination before the law and equal treatment within the criminal justice system.

Alongside consideration of equality and integration through this Screening, the Council is required to undertake a Sustainability Appraisal (SA) of a Development Plan Document (DPD) under section 39 of the Planning and Compulsory Purchase Act 2004, which incorporates the requirements of the European Directive 2001/42/EC (the EU Strategic Environmental Assessment or 'SEA Directive'). Sustainability Appraisal has been undertaken on the proposed modifications to assess if the change could have any economic, social or environmental consequences. Therefore to a certain extent the equality screening requirements are included within this as a specific planning process. The SA takes into account factors directly relevant to equality and integration such as access to local services including education and health facilities, community participation and cohesion, and the transport network.

The AVLAAP preparation and modifications have been informed by a wide ranging evidence base, including the Strategic Housing Market Assessment and Strategic Flood Risk Assessment, as well as information and responses derived through formal public consultation.

Key elements of the SA relating to equality and integration:

- *Employment – location, existing use*
- *Health - accessibility of site to existing primary health facilities*
- *Culture and Leisure - proximity to cultural and leisure facilities*
- *Community cohesion - consider the relationship of the site to the existing area, e.g. scale of site in relation to the scale of the existing settlement and loss of existing community facility (e.g. sports club, allotments)*
- *Greenspace - accessibility of sites to existing greenspace. Increase in quantity and quality, delivery mechanism (Community Infrastructure Levy /Section 106 Agreements) and detailed site considerations. Negative score if would be building on an existing greenspace use.*
- *Flood risk*
- *Transport and accessibility including by public transport, and locally met facilities.*

The modifications that are now proposed and which are the subject of this screening have come about mostly because of the consultation responses to the Publication Draft Plan or because of a factual change in circumstances, such as the decision by Government not to support the New Generation Transport trolleybus proposals. No significant policy changes are proposed.

Consultation Procedures

A very detailed and extensive public consultation took place on the AVLAAP Publication Draft for 8 weeks from 22nd September to 16th November 2015. The consultation took place alongside the formal consultation on the Council's Site Allocations Plan Publication Draft. This meant that the Plan benefited from much wider coverage and publicity than would otherwise have been possible.

The Consultation was carried out in accordance with the Council's adopted Statement of Community Involvement (SCI). Collectively, the measures set out in the SCI ensure that a wide range of people and businesses were made aware of the progress of the Plan, so that a broad range of views can be taken into account and to reach a consensus on issues. All relevant stakeholders on the Council's LDF mailing list were notified when the Publication Draft was made available for consultation, alongside publication on the website and in all libraries and One Stop Centres to raise awareness of the consultation. Stakeholder events were also held during the consultation process.

All comments received during the consultation have been considered and reported, with a response given. Where appropriate, modifications have been made to the Plan to take account of comments raised and achieve a high level of consensus.

The modifications can be summarised as:

- Revisions to housing site capacities;
- Inclusion of land stability as a sustainability objective and addition of text to cross-refer to other existing adopted policies that deal with land stability in the coal resource area;
- Minor revisions to the flood risk evidence sequential and exception test
- Deletion of references to suitability for older people's housing/ independent living for sites in flood zone 3a;
- Additional heritage requirement for relevant sites;
- Expansion of the IDP to include other programmed strategic highway network capacity improvements identified in the Road Investment Strategy (RIS)
- Publication of the assessment of undesignated heritage assets;
- Factual correction of errors.

• 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)

In progressing the preparation of the AVLAAP to submission stage the following activities have been carried out:

- review and consideration of all consultation responses
- further technical analysis, including highways and transportation issues and flood risk
- information on planning permissions and completions to 31st March 2016.
- on-going technical work undertaken in conjunction with other Council services where appropriate.

The consultation activity brought a good response and there are no equality implications arising out of the manner in which the consultation has been undertaken.

Progressing the AVLAAP to submission will assist the authority to achieve the vision for sustainable development that is set out in the Core Strategy. Equality considerations have been part of the process in the preparation of the Core Strategy with which the AVLAAP has to be in conformity, and will be monitored as part of an Authority Monitoring Report (AMR) as set out in the 'Actions' section at the end of this document.

There are no significant issues arising from the modifications that would raise any particular equality issues or differential impact on groups with equality characteristics.

- **ACTIONS**

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

Due regard has been given to all the equality characteristics. The following points refer to specific equality groups as a record of current or potential future actions, where groups are not referenced it is considered that no specific actions are necessary as no or neutral equality impacts have been identified.

Age

A small number of sites had been suggested as suitable for older people's housing/independent living. However, where these are in areas of high flood risk then a modification has been suggested to remove the reference. This reflects the fact that older people may be regarded as particularly vulnerable to flood risk, in terms of their mobility for safe access and egress during times of flood but also in terms of their ability to recover quickly from flooding if it does occur. The AVLAAP still identifies other sites with specific opportunities for the provision of older people's housing/independent living but these are not in areas of flood risk.

Low income

The Government has announced that it is not supporting New Generation Transport trolleybus scheme and therefore all references to it in the Plan are proposed to be deleted. However, the Council is still committed to finding new solutions to public transport provision and funding is available for this, consequently it is not anticipated that there will be any reduction in accessibility to services and facilities as stated in the Plan.

Consultation

As set out above, the Council is required to carry out various rounds of formal public consultation prior to the adoption of the AVLAAP, and consultation will be undertaken according to the criteria in the Council's Statement of Community Involvement (SCI). It is considered that there will be no negative impacts to mitigate, but that any lessons learnt in this regard as a result of early stages of consultation will be applied to the later stages. Such factors will also be considered at the Examination to ensure there has been fair and appropriate consultation.

Representations received as part of the consultation process have been taken into account under the statutory process and where relevant proposed changes have been discussed with representors to achieve a better level of consensus.

Review

Once adopted, the AVLAAP will be subject to an annual review through the Authority Monitoring Report (AMR). The AMR will use a series of indicators to determine whether

the Plan is being implemented appropriately in delivering its objectives and seek to identify if it is having its intended effect. The AMR offers an opportunity to gauge whether the Plan (and other documents in the LDF e.g. the Core Strategy) is being implemented appropriately and that the anticipated effect of implementation is being achieved.

The AVLAAP identifies key regeneration projects for Leeds, which have beneficial effects on equality in terms of tackling deprivation and job creation, and so have particular benefits for those on lower incomes and the young. These benefits are not reduced in anyway by the proposed modifications which are the subject of this screening.

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