

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: City Development	Service area: Highways and Transportation
Lead person: Nicola Murphy	Contact number: 0113 247 4436

1. Title: Bridgewater Place Wind Amelioration Scheme – Development Agreement

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The construction of the Bridgewater Place Building (“the Building) was completed in April 2007. Subsequently it became apparent that the building has had a significant impact on wind speeds in the environs of the building which at times endangered public safety.

Officers have been working with the building owners and their agents since 2008 to identify the optimum solution to ameliorate the wind speeds. As a result of that work, an amelioration scheme has been worked up, tested and ultimately agreed by all parties and the developers of the Bridgewater Place building were granted planning consent in November 2014 for the scheme to be installed.

To protect the safety of the general public using the public highway the Council has had to implement a number of measures to mitigate the risks presented by the Building pending the implementation of the wind mitigation scheme. The sole

responsibility and liability for these issues lies with the Building owners. To minimise delay and on-going risks to the general public the Council carried out work to identify the necessary measures, and funded their installation and implementation on an interim basis. The costs incurred in so doing are now being recovered from the Building Owner and are the subject of a settlement agreement.

Further, pending the construction of the permanent amelioration measures on and around the Building by its Owner, it will be necessary for the Council to continue to implement its current high winds protocol to close Water Lane/Victoria Street. A cost is incurred on each occasion that this is necessary. The Building Owner is responsible for indemnifying the Council in this regard and agrees to do so within the Settlement Agreement.

Authority to conclude and enter into this Settlement Agreement is being sought.

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"> • 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)

- **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)

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

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:	
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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
Martin Farrington	Director, Development	City 29 th 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.

Please send a copy to the Equality Team for publishing

Date screening completed	29 th June 2016
Date sent to Equality Team	
Date published (To be completed by the Equality Team)	