

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: Asset Management & Regeneration
Lead person: Adam Brannen	Contact number: 0113 3787711

1. Title: East Leeds Extension & Orbital Road

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify: Programme

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

This equality impact screening is to support an Executive Board report that requests approval in principle to the use of Compulsory Purchase Order and Side Road Order powers to progress the land assembly and construction of the East Leeds Orbital Road.

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)

The East Leeds Extension is strategic growth point and the largest single area of allocated housing land in the Leeds City Region. This area will play a major role in delivering the housing required to meet the Core Strategy requirements for 70,000 new homes by 2028 and assist in the delivery of the Best Council Plan ambition for a Strong Economy and Compassionate City and the outcomes it seeks to achieve regarding delivery of good quality, affordable homes, well cared for places and a well-planned city which is easy to move around. Delivery of the ELE will provide new homes, meeting housing needs as the city grows, boost the local economy, deliver new social and physical infrastructure and improve travel and access to new employment opportunities.

The programme for the ELE is complex. It involves a range of landowners and developers, major infrastructure proposals, the use of Council land and resources, public and private funding and a series of linked project activities which require the Council to fulfil a strong co-ordination and enabling role.

The Executive Board report sets out the key role that the East Leeds Orbital Road will play in unlocking the growth of the ELE and the need for the Council, as part of its leading role in bringing this forward, to consider the use of relevant statutory powers to assemble the necessary land (through Compulsory Purchase Order if necessary), commence procurement that will enable public funding to be accessed and the scheme to be constructed. As a consequence of scheme delivery a range of changes will need to be made to the local highways network, also requiring the use of statutory powers (through a Side Roads Order).

The proposal that the Council uses CPO and SRO powers is in principle only at this stage, with further detail on the land and property interests that may be affected to be advised through a further report. Where land cannot be acquired by negotiation, those that may be affected by the proposals for CPO will be individual land and property owners, none of whom will be affected in relation to any EDCI characteristics. It is their land and property interests only that would be acquired. In any eventual making of a CPO, the Council will need to assess the impact on human rights of these individuals and ensure that there is a compelling case in the public interest for the acquisition of the relevant private interests and rights.

The full range of interests that may be affected is now being surveyed through a formal Land Referencing exercise. The Council has however contacted and started dialogue

about land assembly requirements with all the main freehold interests across the area. Additionally a major public consultation exercise was held over the winter 2015/16 setting out the scope of the scheme and seeking views on the proposals, with a feedback report published on the ELE pages of the Council's website. It is considered that there is now a high level of knowledge and understanding about the ELE and ELOR programme. No specific EDCI concerns have been raised through this work

The use of an SRO will be to make changes to the local highways network that may include closure of existing roads or footpaths, rearrangement of junctions and access arrangements and other such work. In each case assessment will be undertaken to ensure that individuals retain appropriate access to land and property, routes are available for movement around the area by all modes of travel and that changes maintain or improve the position in accordance with relevant highways and access standards.

At this stage it is considered that there are no specific EDCI implications.

- **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).

As set out above, it is considered that the specific proposals for land assembly are unlikely to have EDCI impacts, but this will be considered in further detail prior to making any CPO. The broader EDCI impacts of the ELE programme will be considered on an ongoing basis as further reports and decisions come forward.

- **Actions**

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

The Council has undertaken public consultation in relation to both the ELOR scheme and the broader ELE programme, to ensure it can respond where possible to local concerns. The ELE webpages are maintained and updated to ensure they reflect the current position in the programme. Communications and engagement will take place on an ongoing basis, with periodical focused exercise. EDCI considerations will continue to be factored into the consultation programme to ensure accessibility in choice and timing of venues and the format and content of publicity material.

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
Adam Brannen	Head of Regeneration	10 th January 2017

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	
Date sent to Equality Team	
Date published (To be completed by the Equality Team)	