

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: Policy & Plans
Lead person: Robin Coghlan	Contact number: 0113 378 7635

1. Title: Selective Core Strategy Review

Is this a:

☒ **Strategy / Policy** ☐ **Service / Function** ☐ **Other**

If other, please specify: It is a background evidence document to inform preparation of Policy

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

The Core Strategy was adopted in November 2014. It sets out planning policy and strategy for the future growth of Leeds, including targets for how much new housing and new employment is required up to 2028. Preparation of a Core Strategy Review (CSR) is proposed to update a number of policy areas:

- i) Update the housing requirement and address any spatial implications
- ii) Extend the plan period to 2033
- iii) Update Policies EN1 and EN2 in accordance with Government advice
- iv) Update Affordable Housing Policy H5
- v) Amend Greenspace Policy G4 in response to viability assessment
- vi) Address any planning policy implementation issues Plan delivery
- vii) Incorporate the Housing Standards policy work into the Core Strategy Review

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)

Executive Board approval to commence preparation of the Core Strategy Review is the start of a process which is expected to take nearly 2 years. This assessment of equality is an important first step in ensuring due regard to equality is built into the process from the outset.

At this stage the Council is proposing a limited review of the Core Strategy focussed on selected areas of policy. The Core Strategy was adopted in Nov 2014, and as part of this process the Core Strategy underwent equality screening at appropriate stages at key stages until adoption. In giving consideration to equality, diversity, cohesion and integration a similar process will be followed. This stage of the Core Strategy review is a very early stage and it is important that due consideration is given throughout the process.

• **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 proposed elements of the CSR are to be reviewed in turn:

- i) Update the housing requirement and address any spatial implications and ii) Extend the plan period to 2033. Latest government projections of household growth in Leeds suggest that Leeds' housing requirement (currently 70,000 dwellings net 2012 – 2028) might need to be reduced or spread over a longer plan period. The equality implications of this possible outcome are not clear cut, but one would expect implications for access to housing of different groups in need. Reduction in housing supply could adversely impact on people who have not yet bought their own homes, which is likely to include young people, the elderly as a generality and also those on lower incomes.
- iii) Update Policies EN1 and EN2 in accordance with Government advice. This concerns planning policy to save energy and reduce carbon emissions. National policy change in 2015 made this necessary. Wording giving this effect is already available on the Council's website. The Core Strategy Review simply proposes to insert the wording into the Core Strategy. Hence, there will be no change of policy, just a change of presentation. Therefore, no equality impact is expected.
- iv) Update Affordable Housing Policy H5. This policy expects new market housing developments to provide an element of affordable housing. New evidence

being commissioned to examine housing need may generate a case to raise or reduce the requirement for affordable housing. New evidence on viability of applying policy requirements will also need to be considered in determining whether a change in affordable housing requirements is required. If the supply of affordable housing in Leeds is increased or decreased this is likely to have implications for households in need of affordable housing. Such households are likely to have stronger representation with people on low income, the younger, but given difficulties of accessing the housing market can impact on protected characteristics.

- v) Amend Greenspace Policy G4. in response to viability assessment. This policy seeks provision of greenspace in association with new housing developments. If there is reduced provision of greenspace this could impact on equality groups differently. Older people and families with young children would benefit from greenspace close by, within easy walking distance. Children benefit from availability of play-space. Greenspace can also be important for inclusion, providing a resource where people can meet. Quality and usability of greenspace is also important and can have an impact on all the protected characteristics. Isn't there something about the impact of greenspace on good mental and physical health and general wellbeing, which could be impacted upon if greenspace is reduced?
- vi) Address policy implementation issues Plan delivery. At present there are no known implementation issues requiring change to the implementation of the Core Strategy, although this could change as plan preparation progresses. No equality implications can be discerned at this point in time.
- vii) Incorporate the Housing Standards policy work into the Core Strategy Review. This has already been subject to EIA screening when Executive Board approved preparation of a plan to adopt the Housing Standards in April 2016. Adoption of Housing Standards will enable proportions of new dwellings to be designed to be more accessible and will set minimum internal space standards for all new dwellings. These changes would be likely to bring advantages for elderly people and disabled people in widening the availability of dwellings suited to their needs. The qualitative improvement to housing will benefit all groups improving quality of housing for all. Pursuing a CSR without Housing Standards would be detrimental to these groups.

• **Actions**

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

With regard to elements i) and ii) housing requirement and plan period, iv) affordable housing and v) greenspace choices for policy change are limited by national planning law and policy. It will be essential for the Council to have good evidence upon which to make any changes. As such, if evidence shows a reduced need and the policy is altered to plan for reduced need then any adverse effect on equality groups would need to be taken into consideration. at least be justified by the evidence. Similarly, if evidence indicates that policy needs to be changed to secure general viability of housing development, this has to be accepted as the outcome as this is part of national planning policy. In all cases, equality needs to be considered as an integral part of the process of the development of the selective core strategy review. _of potential impacts on equality characteristics means that policy will be be revised in ways, if possible, that can mitigate any adverse effects on different equality groups.

As the Core Strategy Review progresses any impacts on the equality characteristics will become clearer and further consideration will be given to how any negative impacts can be mitigated against and how any positive impacts may be enhanced.

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
David Feeney	Head of Strategic Planning	18 th January 2017
Date screening completed 18 th January 2017		

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

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