

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: Environment and Housing	Service area: Property and Contracts
Lead person: Louise Almond	Contact number: 0113 3781347

1. Title: Retrospective permission for the demolition of garages G5D1, G5D2, G5D3, G5D4 and G5D5 Greenlea Avenue Yeadon.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify - Administrative

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

2.1 The Director of Environment and Housing has been to suspend lettings, remove from charge and give retrospective permission to demolish garages G5D1, G5D2, G5D3, G5D4, G5D5 Greenlea Avenue Yeadon. This was after high winds caused substantial damage to the roofs and walls of these garages. Building Control deemed it necessary to request immediate action in the form of emergency demolition.

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)

4 out of the 5 garages were tenanted at the time of the weather damage. The Area Office has made contact with the tenants and they have been offered alternative garage tenancies at the location. There were no equality, diversity, cohesion or integration issues that affected this consultation.

Ward Members were informed of the need to carry out the emergency demolition.

- **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 garages if they had been left in the damaged state could have been a source for anti-social behaviour and health and safety concerns. Their demolition and removal therefore had a positive impact in terms of any potential cohesion concerns and impact on the local community

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)
The negative impact of the demolition is that there are 5 less garages to offer at this location. However generally there is low demand for garages and the tenants in the affected garages have been able to be offered alternatives due to the number of other empty garages in the local area. The positive impact of the demolition demonstrates the Council's attention to ensuring the area is kept safe and well maintained thus providing a positive image of the area which supports the Best Council Plan 2015-2020 outcome of helping people to live in clean and well cared for areas.

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
Louise Almond	Senior Project Officer	26 th January 2017
Date screening completed 26 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: