

Equality, Diversity, Cohesion and Integration Impact Assessment



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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: City Development	Service area: Asset Management & Regeneration
Lead person: Lewis Cooper	Contact number: 0113 378 7726
Date of the equality, diversity, cohesion and integration impact assessment: 19/01/2017	

1. Title: South Bank Leeds Framework Plan
Is this a:
<input checked="" type="checkbox"/> Strategy /Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Lewis Cooper	Leeds City Council	Project Support Officer
Manjit McKenzie	Leeds City Council	Performance and Improvement Manager
Sue Ryder	Leeds City Council	Regeneration Support Officer
Chris Shillito	Leeds City Council	Performance and Improvement Officer
Geoff Turnbull	Leeds City Council	Senior Policy and Performance Officer

3. Summary of strategy, policy, service or function that was assessed:

Introduction

The South Bank of the city centre, at 185 hectares, represents one of the largest city centre regeneration initiatives in Europe. The scale of the potential regeneration opportunity is substantial. The area is equivalent in size to 250 football pitches, with over 36 hectares of brownfield land potentially available for future development. Early estimates are that, once developed, the South Bank can accommodate 35,000 jobs, whilst the area is estimated to be able to accommodate over 4,000 new homes.

With its proximity to the River Aire and over 30 listed buildings in the area, there is potential to deliver distinctive and world class place making in this area. In this context, securing ongoing regeneration in this area will achieve Best Council plan objectives to secure sustainable and inclusive economic growth.

Background to the Scheme

Delivering our ambitions here will contribute towards the Best Council Plan ambition of Leeds being: A Strong Economy and a Compassionate City and will contribute to the delivery of a range of Best Council Plan priorities including Supporting economic growth and access to economic opportunities; Supporting communities, raising aspirations; Providing skills programmes and employment support; Providing enough homes of a high standard in all sectors; Promoting physical activity; Improving air quality; Helping deliver a well-connected transport system; Providing an inclusive, accessible range of transport options; Hosting world class events in Leeds; Supporting a resilient, inclusive, cultural and creative sector; and Enhancing the quality of our public realm and greenspaces

The Council has also led the approach to secure an integrated railway station for the city. The new Leeds Station will be one of the most used and important transport interchanges in the entire country – busier than Gatwick Airport is today. The Council is now part of the team leading the development of an integrated long term plan and design for Leeds Station so that it accommodates HS2, HS3, the Trans Pennine and Northern franchise commitments, capacity improvements to the existing network, and improved concourse areas and interfaces with surrounding streets and public realm.

Leeds bid to be European Capital of Culture 2023 will be transformational and help redefine the city's cultural map/status/offer. The development of the South Bank presents an ideal opportunity to position culture right at the centre of the city's overall narrative and to strengthen the 2023 bid by so doing. Alongside this the emerging Cultural Strategy will drive our approach from 2017 to 2030 and will emphasise the significance of culture in its widest sense to create sustainable places that are successful socially, economically and of course culturally.

In order to tie all these vision into one for the area, The South Bank Framework Plan was written. The project will rely on external investment to turn the Framework into a reality. The Framework will act as a guide for those investing in the city. By providing nine key moves it will be clear how the South Bank could be regenerated and ensures new developments will fit into the city's best interests and wider plans. The nine key moves are:

1. Create a rationalised and distributed road hierarchy that increases local connectivity and reduces city centre congestion
2. Improve pedestrian and cycle accessibility to the city centre from beyond the inner ring road

3. Implement an effective parking and public transportation strategy to create safer streets and reduce congestion
4. Expand the pedestrian precinct (Public transport box) and redefine the city centre to include the river and parts of South Bank
5. Create a green network that connects through a legible system of streets, paths, urban spaces and parks
6. Make the waterfront a central place of activity for the city
7. Adapt heritage buildings and link with existing assets
8. Create and revitalise centres by clustering complementary land uses
9. Improve resilience and sustainability, contributing to the overall Flood Alleviation Strategy for Leeds and South Bank

The South Bank Regeneration framework was given permission by Leeds City Council's Executive Board to go out to public consultation in July 2016. Between August 2016 and December 2016 Leeds City Council took the Framework out to public consultation to capture the public's views on the vision for South Bank. During this time period over 2,000 people took part in the consultation.

It is the council's duty to ensure that due regard is given to the recognised protected characteristics in relation to the key proposals contained within the Framework as well as in how any public consultation is delivered. This document will demonstrate the processes taken by the council to show due regard to equality as well as identifying next steps for the Framework arising from the consultation.

This Equality Impact Assessment demonstrates how equality has been considered in relation to residents, visitors and workers in short all potential users of the South Bank and where necessary appropriately mitigated.

4. Scope of the equality, diversity, cohesion and integration impact assessment
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input checked="" type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input checked="" type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>

Please provide detail:

4b. Service, function, event

please tick the appropriate box below

The whole service (including service provision and employment)	<input checked="" type="checkbox"/>
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A specific part of the service (including service provision or employment or a specific section of the service)	<input checked="" type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
Please provide detail:	

5. Fact finding
 Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.
 (priority should be given to equality, diversity, cohesion and integration related information)

Everyone has the right to be treated fairly and to have the opportunity to fulfil their potential, have the chance to live their lives freely and not be denied opportunities because of their sex, gender identity, race, disability, sexual orientation, religion or belief, age, caring responsibilities or other. This also includes social class, income, residential location or family background (socio-economic), education or skills level. For our society to be fair cohesive and prosperous inequality needs to be tackled and discrimination ended. Building on and simplifying the existing legal framework the Equality Act 2010 requires public bodies to have:

- Due regard to eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act;
- Advance equality of opportunity,
- Foster good relations across all protected characteristics.

It is critical that the potential equality impacts of the Framework's proposals are evaluated as well as the inclusivity and breadth of the consultation process and consideration of any amendments arising from the consultation responses. This paper is to reflect upon the Framework principles for the regeneration of South Bank and the feedback from public consultation on the proposals. The proposals will have an impact on those living, working and visiting Leeds City Centre therefore it is important to identify these impacts.

Background
South Bank Framework
 The South Bank framework will see the regeneration of 185 hectares south of the rivers Aire, adjacent to the existing city centre and neighbouring into communities in Hunslet, Holbeck and Beeston. The effect of this will have a wide range of impacts on the local population. The framework identifies 9 key moves which will have an impact on communities who live, work and visit the area. The nine key moves are supported by eight delivery principles which demonstrate the future vision for South Bank. The Framework proposals will be receptive both to the outcomes of the public consultation in order to demonstrate and reflect the priorities of the public and users of the spaces, as well as to the findings of this exercise to give due regard to equality.

Consultation

This Equality Impact Assessment is concerned with all aspects of the framework. The South Bank framework provides guidelines for inclusive development, in order to enhance the lives of those who will be affected by the area's regeneration. To capture the views of those in and around the affected area a comprehensive consultation took place in order to capture all views of the development proposals. A number of methods were used to invite the views of those affected during a 3 month consultation period. The methods used were through:

- Southbankleeds.co.uk – website had the survey amongst other informative materials
- Social Media – engaging comments and twitter polls were included in responses
- Public Consultation events
- Stakeholder workshops
- Public/Open consultations
- Consulting with Leeds Equality Hub Representatives meeting
- Consulting directly with the following individually: Leeds Disability Hub, Leeds BME Hub, Womens Lives Leeds, Leeds LGBT+ Hub, Leeds City Councils Voice and Influence Team, Access and Use-ability Group.
- Working with education establishments – University of Leeds, Leeds Beckett University, Leeds City College, Leeds College of Building, University of Technical College and the Ruth Gorse Academy.
- Community Committee meetings and work with the inner south community team
- Targeted events such as Breeze, Child friendly meeting
- Other public consultation such as the Vastint City Park proposals consultation

The survey was used as the main way of gaining responses focused on the 9 key moves along with 8 design principles strategies embedded within each key move:

- The framework concept uses new and existing movement systems to create an expanded and integrated green and blue network. They promote seamless connectivity from east to west, and north to south across the city centre.
- Utilising existing open space along with the introduction of a city park and integrating the waterfront into the daily lives of those in the city centre
- A variety of changes to the road infrastructure and street designs to create an accessible city centre
- Transforming existing heritage buildings back into use
- Protecting the city from flooding and ensuring new developments are sustainable and resilient against natural disasters
- Preparing the city for HS2

The South Bank regeneration framework went out to public consultation on 15th August 2016 following its approval at Executive Board in July 2016. The consultation ended on the 2nd December 2016. The Council commissioned independent research company, QA research to analyse the results of the public consultation. The consultation was open to all to take part however the events held by Leeds City Council were largely targeted in Holbeck, Beeston, Hunslet and the City centre since those living and working there would be most impacted upon by the proposals.

Community Consultation

During the consultation period 72 events were held in order to gain thoughts and feedback on the Framework plan. These events were broken down as follows:

- 7 Business events (6 LCC led and 1 Stakeholder)

- 45 open events
- 20 targeted events

The business events consisted of hosting six workshops on by theme embedded within the Framework. This covered Roads & Public transport, Resilience & Infrastructure, Links to neighbouring communities, City Park, waterfront & public space, Culture & heritage workshops. These allowed, in detail, the comments of businesses and other stakeholders to voice their input on the Framework's proposals. These focused in detail on different sections of the Framework, allowing conversations to delve into concerns that the stakeholders had and demonstrate the potential positive outcomes of the Framework vision.

Equality Consultation

20 events spread out over the consultation where focused specifically around the equality assembly groups within Leeds. These consisted of directly consulting with:

- Leeds Equality Hub Representatives
- Leeds Disability Hub
- Leeds BME Hub
- Womens Lives Leeds
- Leeds LGBT+ Hub
- Leeds City Councils Voice and Influence Team
- Leeds Access and Use-ability Group
- Leeds Older Peoples Forum
- Working with education establishments (University of Leeds, Leeds Beckett University, Ruth Gorse Academy, Leeds College of Building, University of Technical College, Leeds City College, Leeds College of Art and 14 primary schools from across the city region)

Initially, the Equality Hub Representatives' meeting was attended in order to establish the presence of the South Bank Framework and the consultation ahead. The awareness raising carried out through this session enabled the appropriate contacts for each of the equality hubs to be identified. The next steps then determined the best way to consult with the hubs individually. This was achieved through initial contact with the groups to discuss whether they wished to be involved and then to organise the best next steps to take. Information was then received from each of the identified groups through attending hub meetings and sharing of resources, making every platform to respond to the consultation available, including providing the framework in audible format and enlarged text to accommodate all needs.

Business Consultation

All city partners) were contacted via email and post to raise awareness of the consultation and to inform them of the Framework's proposals. Over the duration of the consultation, feedback was received from 40 businesses and partners in the South Bank and the City Centre. To follow up on the awareness raising of proposals and the consultation process, a series of six workshops were developed by Leeds City Council to record comments. The workshops time, dates and locations all with disabled access were spread out during the 3 month period being held at various times to ensure attendance numbers were high. The sessions were held at the following times:

1. 24th October 2016 Roads & Public Transport 4pm-7pm
2. 1st November 2016 Resilience& Infrastructure 10am -1pm
3. 10th November 2016 Linking to Neighbouring Communities -10am-1pm
4. 18th November 2016 Culture & Heritage Workshop 12pm-2pm

5. 23th November 2016 City Park, Waterfront & Public Spaces 4pm-7pm

6. 5th December 2016 Roads & Public Transport 4pm-7pm

Members of the Regeneration Team also attended an event at the Tetley for Leeds Business Week. This provided the opportunity to engage with local businesses allowing them to share any concerns. These events allowed a detailed explanation of proposals to be discussed and comments/suggestions to be recorded. The vision for South Bank

Communications and Engagement

In order to ensure coverage was achieved locally and regionally a series of methods were used to raise the profile of the Framework proposals.

- Southbankleeds.co.uk – website had the survey amongst other informative materials
- Social Media – engaging comments and twitter polls were included in responses
- Public Consultation events
- Mail drops to residents within South Bank Boundary
- Resource drop at local ‘hotspots’

The consultation engaged residents and collected data in a wide variety of ways, but the principle one was an online (and companion paper) survey completed by around 1,350 people. In addition to this, there were further consultation submissions from partners, businesses, landowners & investor responses (dealt with in a separate report), young people, submissions by email, social media, workshops, and other means. All responses have been collated together and analysed.

A total of 2,209 respondents, yielding some 32,773 points of data, and 32 key stakeholders. The consultation engaged residents and collected data in a wide variety of ways, but the principle one was an online survey completed by around 1,350 people. In addition to this, there were further consultation submissions from partners, businesses, landowners & investor responses (dealt with in a separate report), young people, submissions by email, social media, workshops, and other means. All responses have been collated together and analysed. A breakdown of how responses were gathered is shown in Appendix 1.

Information was gathered from previous council consultation findings to ensure a joined up approach from all services is brought into. Other services which provided information towards this Impact assessment were Children’s Services, Adult Social Care, Highways and Transportation and Citizens and Communities.

Are there any gaps in equality and diversity information

Please provide detail:

Based in West Yorkshire, Leeds is the second largest local authority in England, covering an area of 552 sq. kilometres. It is an area of great contrast, including a densely populated, inner city area. The most recent census (2011) indicates that Leeds has a population of 751,500, representing a 5% growth since the previous census in 2001.

Although we have demographic information relating to the consultation respondents the majority of findings have been taken from the 2011 census population therefore the information we have for Southbank and the affected and adjacent communities is albeit limited. It is important to note that the demographic data is not a true representation for which only limited current data exists.

The age structure for the South Bank area is highly populated with the 20-29 age band, accounting for 47% as opposed to 26.3% in neighbouring communities and 17.5% in Leeds. Contrasting with a low percentage of 65-74 year olds residing in the Southbank being 2.4%, slightly higher in the bordering communities at 5.4%, with Leeds being 7.5%. Findings also show a higher percentage of males (56%) to females (45%) live in the Southbank as opposed to a higher number of females living in Leeds (51%).

A high proportion of people in Southbank who confirm they are Christian (42.3%) are slightly lower than bordering communities (49.7%). People who say they have no religion are lower all round, Southbank (39.3%), bordering communities (29.4%) and Leeds (28.2%).

Leeds is one of the fastest growing cities in the UK, and currently home to over 140 ethnic groups including Asian or Asian British representing 7.8% in Leeds and 11.1% respectively in Southbank and bordering communities. Whilst white British represent 83.1% of Leeds, Southbank 69.2% and 63.4% in bordering communities. Black/African/Caribbean and Black British are very under-represented in the Southbank with only 3.8%, bordering communities' accounts for 10% with Leeds also low at 3.4%.

There is no direct count of disability, but the census collects information in relation to 'long term health problems or disability. In Leeds 83.4% of people say that their day to day activities are not limited by long term health problems or disability, in the Southbank 89.9% and in bordering communities 81.6% say their activities are not limited. 8.9% of Leeds say they are affected a little, 5% in the Southbank and 8.6% in bordering communities.

The 2011 Census collected information on civil partnerships for the first time, reflecting the Civil Partnership Act 2004 which came into effect in the UK on 5 December 2005. Married people account for 41.5% of adults in Leeds, 17.5% in Southbank and 26.3% in bordering communities.

0.2% of adults in Leeds are in a registered same-sex civil partnership, 0.2% in Southbank and 0.3% in bordering communities. 40.8% of adults in Leeds 71.6% in Southbank and 53.7% in bordering communities are single (never married or never registered in a same-sex civil partnership).

Action required:

We will continue to seek more up to date info on the communities/adjacent communities as the proposals continue to develop and to ensure that due regard is given to those communities on the basis of fuller information as and when firm development proposals are put forward for the area.

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes No

Please provide detail:

See Above.

Action required:

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

- | | | |
|----------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------|
| <input checked="" type="checkbox"/> Age | <input checked="" type="checkbox"/> Carers | <input checked="" type="checkbox"/> Disability |
| <input checked="" type="checkbox"/> Gender reassignment | <input checked="" type="checkbox"/> Race | <input checked="" type="checkbox"/> Religion or Belief |
| <input checked="" type="checkbox"/> Sex (male or female) | <input checked="" type="checkbox"/> Sexual orientation & Transgender | |
| <input checked="" type="checkbox"/> Other | | |

(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

Please specify: Residential location

Stakeholders

- | | | |
|----------------------------------------------------|-----------------------------------------------|---------------------------------------|
| <input checked="" type="checkbox"/> Services users | <input checked="" type="checkbox"/> Employees | <input type="checkbox"/> Trade Unions |
| <input checked="" type="checkbox"/> Partners | <input checked="" type="checkbox"/> Members | <input type="checkbox"/> Suppliers |
| <input type="checkbox"/> Other please specify | | |

Potential barriers.

- | | |
|------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Built environment | <input checked="" type="checkbox"/> Location of premises and services |
| <input checked="" type="checkbox"/> Information and communication | <input type="checkbox"/> Customer care |
| <input checked="" type="checkbox"/> Timing | <input type="checkbox"/> Stereotypes and assumptions |
| <input checked="" type="checkbox"/> Cost | <input checked="" type="checkbox"/> Consultation and involvement |
| <input type="checkbox"/> specific barriers to the strategy, policy, services or function | |

Please specify

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity (includes breastfeeding)
- race – this includes ethnic or national origins, colour and nationality
- religion or belief
- sex and,
- sexual orientation
- Stakeholder – businesses, education establishments

1.0 Create a rationalised and distributed road hierarchy that increases local connectivity and reduces city centre congestion

Consultation demonstrated that the majority of respondents agree with proposals for a change in the road hierarchy within the Southbank. The current infrastructure takes traffic through the heart of the city centre causing traffic to dominate in and around South Bank. A clear road movement system would enable road traffic to skirt the city centre areas allowing easier movement of pedestrians; cyclists; and public transport and enables pedestrians, cyclist and cars to be separated whilst also having a positive impact on reducing air pollution and improving air quality both in the Southbank and the city centre as a whole.

There was no specific difference that has an isolated impact on an equality characteristic however, across three statements in relation to the proposals around the introduction of the proposed road hierarchy raised, there were statistically significant differences by a number of demographic measures, although it should be noted that for each individual subgroup a majority of respondents still 'agreed' with the statements.

Traffic will be encouraged to move around the city centre rather than through it. The Inner Ring Road will have the greatest volume of traffic c, while a proposed City Boulevard will accommodate slower moving vehicles, prioritising pedestrians and cyclists in a pleasant and safe environment.

Positive Impacts

Age: A rationalised road hierarchy would reduce air pollution in some of the highest use areas of pedestrians in the city centre. The groups most affected by air pollution include: people with heart disease such as coronary artery disease or congestive heart failure; people with lung disease such as asthma, emphysema or chronic obstructive pulmonary disease (COPD); pregnant women; outdoor workers; and children under age 14, whose lungs are still developing and are therefore vulnerable.

The clear change in infrastructure which will provide a clear separation of access by mode of transport and therefore will improve the safety for those of a young age and also older people. The reduction of dominance of car use and encouragement to walk and cycle around the city will not only improve road safety but encourage physical activity which has positive effect for all ages and groups.

Gender: It was agreed by 86% of males and 79% of female participants agreed with

extending the pedestrian core and public transport box into South Bank showing a desire to improve the opportunity for sustainable modes of transport across the city centre.

Disability: Improved connectivity will look to include upgraded provision for disabled people. It is yet to be discussed but the finer details of the implementation of an improved road hierarchy will be looked into to ensure any changes are inclusive and the needs of disabled people and wheelchair users are accounted for in detailed proposals.

BME: The demographics of communities neighbouring South Bank show there is a high level of people from BME backgrounds in these communities. The improved connectivity into the South Bank from these areas will assist in improving equality of access to opportunities within the area. Improved connectivity will increase accessibility for all and will encourage walking and cycling to the city centre due to reduced journey times. This will have positive impact on health for the communities through more opportunities for physical activity.

Local Communities: For those that live, work and visit the area and for the city as a whole, this will contribute towards reducing the risks of development or worsening of respiratory diseases including asthma which is a long term effect of continued exposure to high levels of pollution. This will encourage people to walk and cycle more in and around the city as well as visiting using sustainable transport such as buses, thereby contributing to declining use of cars. Alteration to infrastructure will make it safer to move around by walking and cycling and will have positive health impacts through increased physical activity. Findings from the transport conversation found that 48% of respondents felt there were too many cars in the city centre and also felt that the air quality was poor. Along with this the South Bank consultation supported the proposal that through traffic should be re-directed away from the city centre as 89% of respondents agreed with this statement. Reduced congestion into the city centre improving air quality. Improved connectivity to neighbouring communities will also reduce journey times into the city centre.

Negative Impacts

Age: Respondents between the ages of 25-44 showed less support for the implementation of a city boulevard and a rationalised road hierarchy however this is not to say the proposal was opposed. The expansion of shared spaces within a busy city centre environment raises concern for parents and carers with young children and pushchairs.

Gender: The level of agreement or disagreement showed no significant differences.

Disability: The closure of Neville street to pedestrianise the area could be a concern for disabled and older people. There could be an issue of accessing Leeds Station and the arrival of HS2 for those with mobility issues. Taxis also are used disproportionately by disabled people and there are many policy implications for poor vehicle standards, driver training, discrimination, cost and fare structures as well as rank design and positioning. Access around the city and especially to the railway station must consider disabled parking and taxi drop off locations for those with mobility issues. The discussion around "shared space" has caused concern within the Disability Hub. Those with visual impairments may struggle to navigate around shared spaces if kerbs and other indicators for navigation are removed from a once familiar area. Leeds Access and Use-ability group have advised that they do not support shared spaces.

BME: Concerns within the BME and other equality characteristics about personal safety and the fear of crime will need to be addressed as part of the process of improving

connectivity and routes into the city centre.

Local Communities: Work will be carried out with local communities to help identify the key routes which can be implemented or upgraded to ensure the best outcomes can be obtained to improve connectivity between communities and opportunities within the city centre.

2.0 Improve pedestrian and cycle accessibility to the city centre from beyond the inner ring road

The improvement of access into neighbouring communities is welcomed by many respondents due to a range of issues becoming apparent as a result of the public consultation. 44% of respondents identified walking as the most important method of travel with second place being bus travel with 17%. Neighbouring communities will have access to clear pedestrian and sustainable travel route(s) into the city centre which will contribute to changing the perception that the South Bank is a long distance from the city centre as stated by 33% of those who took part in the online/paper survey. Responses from sources 2a/b, 3, 4, 5, show that 23% of people responded with *Roads & Public Transport* supported with a further 14% answering *accessibility* to the question, “*What would you consider a successfully regenerated South Bank to be?*” This equates to over a third of respondents raising the issue of access to the city centre as a major influencer on the regeneration being a successful development. The second highest response from the consultation and the biggest challenges in South Bank was the dominance of roads causing challenges for pedestrians. Around two thirds “*agreed*” that “*a city boulevard (loop) should be created for general traffic to get to its destination in the city centre*” (63%) and that “*traffic should go around the city centre using the inner ring road rather than through it*” (68%). There was an even higher level of agreement that “*the pedestrian core and public transport box should be extended into the South Bank*”, and eight-in-ten (83%) agreed with this.

As the Framework is currently a vision for the area, these possibilities will be explored further at a later date as detailed plans progress and any development proposals will be considered by appropriate Equality Impact Assessments to assess the details and impacts on a case by case basis.

Positive Impacts

Age: Having been identified as an important element of the framework and future of Leeds City Centre it is vital to ensure improvement of pedestrian and cycling accessibility is achieved. With 4 education establishments clustered together, Leeds College of Building, Leeds City College, University Technical College and The Ruth Gorse Academy, within the South Bank improved accessibility will have a positive impact on those studying in the area. Younger people are more reliant on public transport and students in particular tend to be on lower incomes whilst studying and having usable and safe pedestrian and cycling routes would assist both these groups in saving on transport costs. Many older people are not able to drive because health conditions related to their age or find the cost of running a car prohibitive. Therefore, the proposal will also benefit those accessing the South Bank from neighbouring communities and those commuting via trains or buses. Given the proposals discussed later of increased housing in the South Bank incorporating sustainable communities, older people and young children will also benefit from safer travel routes into and through the city centre away from busy road traffic.

Gender: As in the above key move, improvements to transportation through a change in infrastructure and offering improved pedestrians and cycling provision was encouraged by those responding during the consultation. Fewer women drive than men, and women drivers are likely to have less access to the use of a car. Consequently, women often have a greater reliance on walking on footpaths and local roads. Women more frequently have primary responsibility for the care of their children, which often exacerbates problems regarding access to travel, as they may need to combine escorting children to school or childcare with travel to work, shopping or other activities, involving trip chains to multiple destinations.

Disability: The improved connectivity throughout the South Bank area would improve accessibility for disabled people, the details of improvements are yet to be revealed, however it is the Council's legal duty to show due regard and consult further on such matters. This will involve further discussion with Leeds Equality assembly which includes Leeds Disability Hub on how and where to best deliver safe and accessible routes

BME: The demographics of neighbouring communities into South Bank show there is a high level of BME communities. Differential access to the transport system and the effect of transport policies, particularly for BME people are around impacts on access to employment, education and training, which are vitally important issues for BME communities as a means of overcoming disadvantages in the job market. One of the reasons for this is greater reliance of BME communities on public transport, and a consequent difficulty accessing more remote employment locations. The improved connectivity into the South Bank from these areas will assist in accessing the broader economic opportunities within the city centre as well as the public transport links to access wider regional opportunities. Improved connectivity will increase accessibility for all and will encourage walking and cycling to the city centre due to reduced journey times. This will have positive impact on health for the communities through raised physical activity.

Local Communities: People from poor economic backgrounds can find the cost of running a car prohibitive and therefore are more dependent on public transport and improved pedestrian and/or cycling access may provide cheaper options in order to enable them to access opportunities including training and employment. This may also be important for younger people suffering from a high youth unemployment rate and therefore on lower incomes.

Improvements will encourage people to walk and cycle more into Leeds City centre and as a potentially have more people visiting the city centre helping to improve the city centre economy but also providing opportunities for increased health benefits through extra physical activity. Responses across the consultation highlighted the issue of connectivity between communities and the need to integrate existing communities with new communities, especially given the increased housing provision within the South Bank referred to below. Specifically, concerns around '*how surrounding neighbourhoods are separated from South Bank and city centre*' were expressed by 29% of survey respondents when asked what challenges South Bank faces. It was identified through Leeds Transport Conversation that those in the inner south area of Leeds showed a desire for more investment on schemes which will create quality and safe pedestrian and cycle friendly areas.

Negative Impacts

Age: A high percentage of respondents were in favour of improving in the area. It however has been noted that changes in connectivity may cause issues when way finding

across the areas. Some route may see alterations which may make it difficult to navigate particularly for older people and younger children. Safety is also vital to ensure that changes are child friendly especially around busy roads with adequate numbers of child and age friendly crossings which are appropriately placed enhancing pedestrian and cycling priority.

Gender: Women's have particularly concerns about their person safety especially at night, and therefore consideration is required when developing plans including well-lit areas open areas enhancing safety and perceptions of safety.

Disability: Footpaths and cycle provision must accommodate disabled people including people with physical and sensory impairments, mental health issues or learning disabilities and wheelchair users as accessibility, safety and navigation is currently an issue in the area. Level access, wide routes to allow wheelchairs user the space they would need, as well as to accommodate other users on the paths also, would be very important. Well placed crossing This combined with visual and hearing impairment road/other route crossing would also be required to improve safety. Cyclists are currently sharing the same area as cars and pedestrians and with no clear delineation the fear of dominance from cars is still present as well as the danger of a collision with pedestrians.

BME:

With many people from BME communities are involved in shift work or making journeys to non-mainstream venues at unsocial hours, they are more likely to be using routes at times when there may be fewer people around, adding to perceptions of insecurity.

Local Communities: The dependence on public transportation may cause frustration within communities if the provision is of a poor standard, notably infrequent services were raised as an issue during the consultation period.

3.0 Implement an effective parking and public transportation strategy to create safer streets and reduce congestion

As covered above, it was felt better routes into the city centre for pedestrians and cyclists is needed. This was also the case for those driving into the city centre as it is currently dominated by cars and heavily congested. With the improvements within the framework, 83% of people agreed the public transport box should be extended into South Bank better serving the area by public transport. Behind walking, bus improvements where the most needed for the area into surrounding area such as Hunslet and Holbeck.

Positive Impacts

Age: It was identified that those aged 45-64 identified walking as the most important method of transport in need of investment. This could provide an opportunity to have an impact across age groups through improved accessibility encouraging non-car methods of transport, an interest in our wider environment, promotion of exercise and the health benefits it brings as well as a sense of place and community to bring people together.

Many older people are not able to drive because health conditions related to their age or find the cost of running a car prohibitive. Consequently, public transport often plays a vital role in enabling participation in community life for older people countering loneliness and perceptions of exclusion in this group. The proposals will benefit these groups by providing options for increasingly accessible public transport.

Gender: By gender, the only significant difference was that female respondents were more likely than male to say that '*car and park & ride*' was the most important target for future investment. For those in neighbouring communities (LS10/11 postcodes), a significantly greater proportion of respondents said that '*walk*' was the most important compared to those in other LS postcodes (excluding those in LS1/2 postcodes) and those in non-LS postcodes which is reflected in the framework proposals.

Disability: There is differential access to the transport system and the effect of transport policies, particularly (but not restricted to) those with physical and sensory impairments, mental health issues or learning disabilities. Disabled people travel more frequently by bus than others, so public transport plays a vital role in ensuring that they can participate in community life and avoid social exclusion. Therefore increased bus provision will provide greater opportunity for travel, improved access to services and increased interaction with others.

BME: Differential access to the transport system and the effect of transport policies, particularly for Black, Asian and Minority Ethnic people are around impacts on access to employment, education and training, which are vitally important issues for BME communities as a means of overcoming disadvantages in the job market. One of the reasons for this is greater reliance of BME communities on public transport, and a consequent difficulty accessing more remote employment locations. People from BME groups often have increased safety concerns about using public transport, particularly at night, yet BME groups are more likely to be involved in shift work or making journeys to non-mainstream venues at unsocial hours. And so having a number of transport options to choose from will provide better opportunities to access employment and other opportunities as well as increased safety

Local Communities: Surrounding areas strongly agreed with improved public transport into the city centre, with the improvements of bus provision being ranked the second most important mode of transport to be added to surrounding neighbourhoods again facilitating greater opportunities to access opportunities, training and services both within and accessed via the city centre.

Negative Impacts

Age: Without an effective parking strategy where it is clear to those where parking is to be made available it can cause confusion and deter people from visiting the city centre especially if other transport options are not made available. Parking needs to be made available near the city centres amenities to cater for the elderly who may not be able to travel long distances on foot. This also applies to families with young children where safety, easy access and journey times are a factor into visiting the city centre.

Gender: Families may need the use of parking to access the city centre parking in order to be able to visit the area and this links in with the consultation responses above where women favoured park and ride facilities. Current levels of crime in the surrounding areas need to be taken into consideration with improved and safe connectivity required into neighbouring communities, without tackling the social issues leading to high crime rates into consideration this could become problematic in future development.

Disability: The concern over disabled parking availability was raised during the public consultation especially when discussing Leeds integrated station. Again, placement and access to the station will need to be carefully considered in order to ensure this group are not unfairly impacted upon.

BME: It is important to ensure Leeds remains an inclusive city through providing good public transportation for all citizens. With a diverse range of ethnicities living in, close to and passing through the city centre each day it is crucial that various modes of transport cater for the community's needs in respect of employment, training, access to services as well as community and religious facilities.

Local Communities: Respondents from neighbouring areas (LS10/11 postcodes) established their views for improved public transportation by identifying bus as the second highest mode of transport that is in need of investment in the South Bank. Safety again within all communities was deemed vital throughout the city centre and will be included and considered during future processes.

4.0 Expand the pedestrian precinct (Public transport box) and redefine the city centre to include the river and parts of South Bank

80% of participants were in support of *'the pedestrian core and public transport box should be extended in the South Bank'* demonstrating a desire for change in the current provision for neighbouring communities, commuters and workers. An effective public transportation strategy will encourage behaviour change for all to deter driving into the city centre and promote the use public transport and therefore reduce car emissions and hence improve air quality. This was clearly not just a priority for women, but older people, BME communities and for young men as referenced in greenspace below.

Positive Impact

Age: The expansion of a pedestrian precinct will help to create a vibrant environment for all ages to stay and enjoy and to pass through. The integration of a green and blue network across the city centre will help to reduce journey times, increase dwell time, bring people back in touch with the River Aire and encourage enjoyment of the city itself. The destination aims to be a place for all ages to live, work and play. Having space, both greenspace and along waterfront to walk and also opportunities to rest such as benches and other seating areas will assist both older people who may struggle to walk longer distances and also younger children.

Gender: On average fewer women drive than men, and women drivers are likely to have less access to the use of a car. Consequently, women often have a greater reliance on walking on footpaths and local roads. Women more frequently have primary responsibility for the care of their children, which often exacerbates problems regarding access to travel, as they may need to combine escorting children to school or childcare with travel to work, shopping or other activities, involving trip chains to multiple destinations. Reductions in congestion and easier sustainable transport access through the city centre will assist women to make necessary journeys including commuting.

Male respondents were significantly more likely than female respondents to *'agree'* that *'the pedestrian core and public transport box should be extended into the South Bank'* (86% vs. 79%) and that *'traffic should go around the city centre using the inner ring road rather than through it'* (71% vs. 63%). Female respondents were significantly more likely to *'disagree'* with both these statements, although still only a minority did so (7% and 17% respectively).

Disability: Provision of separating the transport modes within the extended public transport box aims to improve road safety. This is achieved through separating pedestrians, cyclists and motor vehicles. Through this the need to worry about oncoming

traffic is lost.

BME: The extension of the public transport box will enable more opportunity to access the city centres opportunities whether this be cultural, employment or accessing services such as GPs and support services.

Local Communities: The extension of the public transport box will enable more opportunity to access the city centre's opportunities whether these are cultural, employment or accessing services such as GPs. This has been identified through the consultation, as a key area of desired improvements by the surrounding neighbourhoods. It will also act as a catalyst to bring communities closer together and strengthen community cohesion through greater interaction.

Negative Impact

Age: Safety is a concern when around water if children are near, this needs to be mitigated against if it is to become a central place of activity. The consultation responses showed a desire for this vision. Lack of proper water safety measures may deter families with small children from accessing and enjoying facilities provided.

Gender: Where demographic information was available the responses of male and female respondents were generally very consistent with little statistically significant difference between them. The only notable difference by gender was that female respondents were significantly more likely to give comments relating to '*crime and safety*' (12%, base: 512) than male respondents (4%, base: 772). This suggest that consideration of '*crime and safety*' in the framework was more important to women, and this finding was a consistent theme throughout the consultation as referenced elsewhere in this report. As mentioned before, public safety in the access to and use of areas will need to be carefully considered in future detailed development proposals.

Disability: It was raised during the Transport Conversation that there is a need for better visual information in and around public transport to enable a better experience of use. Although public transport is not delivered by Leeds City Council, the council does have a role to play in influencing its delivery and promoting its fitness for purpose and accessibility. It can be supported in ensuring better messaging is delivered to inform service users such as live departure information, provision of clear timetabling and route information. The need to disabled users, especially blind people to access this information will need to be taken into account. The issue of use of cycle lanes for wheelchair users as the width and better surfaces found on cycle tracks are preferable for wheelchair users who took part in the public consultation; this is not to say that this will be the case in the future but is a topic to be discussed at a higher level as plans unravel. Also to ensure the area is navigable for those with visual impairments especially with respect to shared space.

BME: BME respondents in Leeds Transport Conversation showed that they are more likely to use public transport to get to work or around the city however the cost of public transport was identified as an issue.

Local Communities: Those from neighbouring communities were supportive of improvements to the waterfront however showed concern about the accessibility to opportunities for those who have lived in Leeds for a number of years and wanted to ensure that those opportunities would be made available to those people living in more deprived communities also.

5.0 Create a green network that connects through a legible system of streets, paths, urban spaces and parks

Almost all (93%) respondents *'agreed'* that *'streets should help to provide strategic green links e.g. trees, plants and verges'*, and this statement attracted a significantly higher degree of agreement than all the others. Whilst still a majority of respondents *'agreed'* overall (62%), the proportion of *'disagreement'* was highest for the statement that *'shared pedestrian / cycle and vehicle spaces are appropriate on quieter streets'* with around one-in-six respondents (62%) disagreeing with this.

In order to ensure that open greenspaces are usable and sustainable, consideration will also be given to personal safety. Despite men (particularly young men) being the most frequent victims of violent crime and assault, women, older people and BME groups have strong concerns regarding personal safety, so broad measures to increase personal safety particularly in open greenspaces will be considered to deter acts of violence and to address the perceptions of these vulnerable groups.

Positive Impact

Age: Older people and families with young children can benefit from greenspace close by, within easy walking distance. Children benefit from the availability of play-space and promoting physical exercise from a young age can have lasting effects on their physical health in the future. Older people can also benefit from the exercise in getting to and using greenspace to improve their health as well as connectedness to others.

Gender: The delivery of further green space into South Bank will enable all to better access across the area. Improved connectivity will help work towards creating a vibrant city. With the prospect of family housing in the South Bank, greenspace will provide opportunities for children to spend time outdoors.

Disability: New connections will be identified to reduce journey times enhancing accessibility across the city centre and integrated within the existing network. Urban spaces and the city park will provide improved social space unlocking the potential for arranged activities as well providing a destination to visit.

BME: Cultural benefits can occur from the implementation of parks and increased urban spaces. Continuation of consultation with the Equality Hubs, community committees and Leeds City of Culture 2023 around how the old and new improved spaces can be inclusive will be undertaken in the future. With more spaces, cultural events celebrating the diversity of communities which Leeds has present opportunities to learn and engage with other cultures.

Communities: Disadvantaged communities tend to have lower levels of access to green infrastructure and green space. Therefore, it is important that these spaces are physically accessible for all people from surrounding (communities and particularly those which form a part of the protected characteristics such as those from poorer socio-economic backgrounds, disabled people, wheelchair users and parents with young children. Greenspaces would not only have to have accessibility principles applied to them, but accessible routes to and from surrounding communities and areas will also be included as part of the proposals.

Negative Impact

Age: Spaces need to work towards other city visions such as being Child Friendly and a

Dementia friendly city. Those working on the strategies will be consulted internally around fact finding already carried out to mitigate against negative impacts.

Gender: The need for safer streets was more of a concern to female participants when discussing the introduction of a city park and improved public spaces. Safety elements such as appropriate lighting and water safety measures will need to be integrated further into the framework to ensure this is taken into consideration.

Disability: Public spaces including city parks need to be inclusive development to coincide with the approach being made around a multi-disciplinary regeneration project. Existing pinch points will be looked at to ensure wheelchair users have clear accessibility across the area as this was identified as an issue during the consultation period. Physical access, as well as wayfinding to and around greenspace will be important for disabled people in order to fully take up opportunities for the leisure and cultural opportunities offered.

BME: The need to ensure the multi-disciplinary vision is met is needed to ensure the development is inclusive of all protected characteristics.

Local Communities: The local community have expressed the desire for public parks and more spaces into the city centre. This will not only promote South Bank as an area to visit but also help to bridge gaps in employment and help to prevent gentrification and if not achieved could exacerbate social and economic issues.

6.0 Make the waterfront a central place of activity for the city

Whilst culture was not always specifically mentioned, there nonetheless emerged a theme of a 'culture of leisure' based around the City Park and the waterfront and the use of these spaces for public enjoyment. Some respondents more fully described this culture of leisure in the public spaces, with suggestions of public art, sculpture, and events integrated into the design of the park and waterfront. The prioritisation of improved public spaces was strong throughout the consultation responses.

Positive Impact

Age: It was highlighted that the waterfront for public use was of importance to adults and young people, in addition to participants aged 65 and over stated that better connections between South Bank and the rest of Leeds were vital and identified the use of the waterfront in achieving this. This will enhance the leisure activities that can take place across South Bank and provide all ages the ability to pass across the city with ease. Access to culture can also provide learning opportunities for children, and for openings to interact with people from other communities and backgrounds.

Gender: No impacts were found during the consultation however it was supported by majority of respondents. There was emphasis on the uses that could be made around the waterfront with 'public seating' and 'new buildings along the river' being of big interest.

Disability: With the theme wanting to have the River as a destination for leisure there needs to be provision to accommodate all abilities ensuring an inclusive development. Access to the waterfront is vital along with facilities to accommodate such as Changing Places toilets.

BME: No difference in respondents around race was found during the consultation. The use of the river as a destination was backed generally and has the potential to support events for all communities in the future bringing about enhanced engagement between

different and greater cohesion.

Communities: Reducing journey times getting to and from various locations within the South Bank will have a positive impact for communities. Potentially access to these spaces could provide possibilities for walking and cycling as well as access to activities, local events and cultural opportunities which families from poor socio-economic backgrounds may not otherwise be able to afford to access.

Negative Impact

Age: Measures need to be put in around the waterfront to ensure the safety of all groups using such spaces in particular children and younger people. Public spaces need to support the waterfront in order to accommodate all ages.

Gender: Male participants were more supportive of the proposals; however the use of the river was seen as a positive change for the City Centre. Concerns were shown over the safety along the river front as currently it is not perceived as a safe area to pass through at certain times of the day.

Disability: Awareness of different needs must be included when redeveloping areas of the waterfront. The physical accessibility, way finding and use-ability of the waterfront will need to be looked at in detail to be an inclusive development as well as safety for disabled people close to the water.

BME: BME respondents demonstrated positive attitudes towards the potential development of the waterfront during consultation shown. However, as mentioned above, due to the prevalence of race hate crimes, safety again will need to be considered.

Local Communities: More detailed consultation on what best to do with the waterfront shall be carried out moving forward as it was a focal point from local communities during the consultation. This will be critical in building a positive relationship between the council, stakeholders, developers and residents and ensuring that existing communities feel they are part of the process and that their voice is being heard.

7.0 Adapt heritage buildings and link with existing assets

Heritage would naturally be a part of the emerged theme of 'Culture and Leisure' based around the city park and the waterfront, not only in the aesthetic design of the environment, new buildings, and the developed landscape, but the more intangible sense of the vibrancy and lack of homogeneity in the surroundings. Crucially, there is an underlying desire to create an area of 'character' that builds upon and preserves the existing heritage of South Bank. Heritage was often cited as a key aspect of the new vision for the area and the integration and preservation of the current heritage of South Bank, particularly architectural, into the new vision was seen as a crucial part of the redevelopment. It should again be echoed that culture and heritage were not directly referred to in the consultation but emerged as a theme throughout, especially in the context of what people wanted to see in public and green spaces.

During the consultation there was little variation in attitudes between different age groups and for the most part results were consistently for heritage sites being brought back into use. This was also true for attitudes by ethnic background, and nor were there any particularly notable difference between the results based on area.

Positive Impact

Age: Keeping Leeds heritage in place and back to life contributes to the city's future image and ties into a number of strategies. This not only helps to educate younger residents but is also useful in way finding for those who have lived in Leeds for an extended period of time as well as enhancing their perceptions of belonging in fast paced, changing world.

Gender: Female respondents were significantly more likely than male to feel that there was an '*under use of major heritage buildings currently*' (6% vs. 5%), and conversely males were significantly more likely than females to feel there was a need for a '*leisure or entertainment complex*' (2% vs. <1%). Those having lived in the area will have a raised interest in maintaining heritage assets across South Bank and are more likely to use them to navigate across the area.

Disability: With details yet to be decided on how the heritage sites will interact with the surrounding environments, a major part of their bringing back to life will be to ensure that they are physically accessible so they can be enjoyed by everyone,

BME: There may be heritage building with historic significance to various BME groups within South Bank such as mills and other industrial buildings were in the past people from BME communities worked, and these sites will be looked in to in further details to see viability of restoration to preserve links with the past and what different communities have contributed. Some buildings may serve as good community and religious locations because of their central location, and consideration should be given to these uses.

Communities: Preservation of Leeds' heritage could help communities develop a greater interest in their immediate surroundings, local area and its history and recognise Leeds' as a place in which to have pride. This could contribute to communities coming together to enjoy and value the history of their own communities and neighbours and the city as a whole, can be used to teach people about the diversity of peoples and industries which have made Leeds the great city it is today.

Negative Impact

Age: The neglect of some buildings may affect the cultural education of all ages on Leeds. Stakeholders felt strongly about maintaining culture and heritage in South Bank as it is a very historic and undervalued part of Leeds.

Gender: The number of heritage sites was identified as a potential challenge by respondents within the consultation period, however attitudes towards heritage sites remained consistent which backed them being brought back into use.

Disability: Accessibility into heritage sites is not always considerate of all characteristics due to the legislation in place during the time they were built. It may difficult to convert or retrofit some buildings in order to ensure they meet the needs of the current population and of equality characteristics in particular disability. When bringing buildings and sites back to use this must be reviewed.

BME: The number of heritage sites was identified as a challenge by respondents within the consultation period, however attitudes towards heritage sites remained consistent which backed them being back into use.

Local Communities: A lot of industrial heritage sites are positioned in South Bank and it has a strong connection with neighbouring local communities whose families may have

had close involvement with the sites and buildings. It is important to maintain those connections, and if the buildings were to be lost through demolition it may cause concern with the residents of neighbouring communities.

8.0 Create and revitalise centres by clustering complementary land uses

A higher rate of response was demonstrated around social infrastructure such as housing, city parks and public spaces. Development proposals are already going ahead within South Bank supplying new homes to the area including at Tower Works and Hunslet Riverside. This will bring new people to the area and therefore expand the current community and economy, although residents may have concerns around displacement from their current locations and the change in community feeling.

The social impact of this could have positive and negative effects. More than a fifth of respondents (22%) made a comment relating to housing and architecture with 10% of these being associated with the need for housing. As well as housing, comments were made about buildings in general and respondents talked about the need to '*regenerate old buildings*' (4%) and that '*large or iconic building(s) are required*' (2%) and it should also be noted that when asked if they had any other ideas for '*what you would want to see more of in an extended city centre*' 9% mentioned the need to '*regenerate old buildings*'. Both the need for '*more*' homes and for '*affordable*' homes were important to respondents who commented that they felt these aspects of regeneration were required for a successfully regenerated South Bank (5% and 5% respectively).

Positive Impact

Age: Whilst there were no significant differences by gender, nor by ethnicity, those aged 15 or under were significantly less likely than older age groups to say that '*new homes need to be affordable*' (1% vs. 5%) or that '*more new homes required*' (2% vs. 6%). There were also no differences in response based on where respondents lived. New homes should be to lifetime homes standards enabling people to live in them as they grow older and for the homes to continue to meet their needs.

Gender: Male respondents focused more on investment of national and international businesses to the area. There was a shared interest for affordable housing to be included within the developments by genders during the consultation.

Disability: In terms of developing area identities and in particular housing, having discussed the environment and areas above, homes and the buildings within which they are located need to be accessible, but also the homes themselves in order to encourage sustainable and mixed communities. Again Lifetime Homes standards would need to be applied such as wide doorways for wheelchair access, well positioned sockets, etc.

BME: BME communities often have a need for larger dwellings to accommodate extended family living and there is also a need for smaller dwellings to meet the needs of young people and those on lower incomes. The city centre also needs to be accessible to all through a mix of tenures, mix of housing sizes and types and facilities such as public toilets and seating.

Communities: Expanding the community can assist in bringing buildings back into use, help to further develop the area and raise the value and importance of the area.

The South Bank should be used as a vehicle to aid the growth and diversification of the Leeds' economy which should improve job prospects, job availability and increase

skills/training opportunities for a range of businesses and individuals. Improving prospects and diversity of jobs could impact on reducing unemployment which in turn should result in an increase of opportunities for all ages and groups.

Of course not all employment will go to people who currently live in the district, but training and skills opportunities can be promoted locally through planning conditions. The developing and expanding communities within the South Bank and neighbouring communities when joined together would benefit from a stronger combined voice and greater influence on how their areas develop and how the needs of these communities are met whilst bringing back life to the South Bank.

Despite the views of young respondents, affordable housing provision and its availability is increasingly an issue of importance to younger people whose lower incomes and the marked increase in house prices make it increasingly difficult to afford housing, as is the case for both poorer and BME communities.

Negative Impact

Age: Young respondents showed little interest in employment and the economy, however 1 in 10 participants commented on the importance of these topics. It is a long term project and it needs to capture the importance of the opportunity to those who are young now as the opportunities are to become a reality in the future where they will need a career. Younger people would benefit from being closely located to educational, training and employment opportunities through the provision of affordable and a reasonably priced private rented sector within South Bank.

Gender: Women working part time make up the greatest proportion of those below the living wage, and living close to better employment opportunities and or availability of multiple part time jobs in the city centre, would be of benefit to them, only if reasonably priced and adequate housing is available for them and their families.

Disability: Disabled people could be disadvantaged if the required densities are too high and make it difficult to accommodate features of housing design necessary to enable accessibility for all. Therefore housing mix and type will be key in ensuring disabled people are not excluded from the living close to the many employment opportunities a revitalised South Bank could bring.

BME: There were no findings from the consultation. Leeds has a diverse growing population of currently about 20% from BME communities with a variety of nationalities within its communities. Access to the South Bank of opportunities must not exclude these groups and so adequate housing and appropriate housing will be vital for these groups.

Communities: South Bank further development and change may be received with negativity as there may be perceptions that these communities are not being invested in despite being some of the most deprived areas in England (See Appendix 2). However, development within the South Bank area will have knock effects for these neighbouring poorer communities with improved access to educational, employment and housing opportunities which may not otherwise be available to them. This could impact on community cohesion; reduce affordability for the existing population and place stress on housing demand in surrounding areas as people may look to relocate. The community who have been in surrounding neighbourhoods for a long period of time have seen the area change in many ways, however they may well be committed to staying in the area and the council would need to take a stance of inclusivity.

9.0 Improve resilience and sustainability, contributing to the overall Flood Alleviation Strategy for Leeds and South Bank

All characteristics would be negatively affected by flooding if it was to occur. Responses from the consultation displayed a range of comments around the proposals to create a more resilient city. These were in favour of proposals to defend the city against flooding with innovation wanted behind how flood defences are to be implemented. A strong support for flood plains to be created within the city centre was shown by 11% of respondents with green areas to assist flood prevention gaining 10% of respondents support.

This is an area that will continue to be examined and updates will be provided. The appropriate stakeholders will be brought in to support and lead on some areas of flood prevention as shown through the delivery of Phase 1 of the Flood Alleviation Scheme. All equality characteristic would be impacted upon by flooding. Therefore, safeguards and accessible routes of escape must form part of any proposals for development, and potentially the council could assist with insurances required by residents of areas likely to be affected or affected in the past.

Protected Characteristics Continued:

Pregnancy & Maternity: The regeneration of South Bank will have an effect on those who are pregnant and those with young children, despite few comments being made during the consultation around pregnancy and maternity, other information is available from previous council consultations which establish the impacts that the proposals may have on this group.

In order to account for this protected characteristic accessibility across the city for those using pushchairs should be considered. As details of plans become more explicit the attention to these details will be looked at case by case. The change in road hierarchy and connectivity across the area will make getting across the city centre easier reducing journey time. However, pedestrian crossings at important and busy crossing points will be particularly important for this vulnerable group. Consideration will also need to be given to the quantity and spread of parent and child parking spaces in order to promote and sustain access.

Families with young children will have concerns about providing safe boundaries for children to stay within when navigating around shared spaces. The risk of vehicles still moving at pace despite speed limits being set is also a factor causing a potential risk to this group, pedestrians and other modes of transport. Details on services within South Bank are yet to be scoped in detail therefore a further EIA will be taken when plans become more firm to demonstrate due regard.

Carers: Carers throughout the City region will be impacted by South Bank directly when visiting the city centre and provision needs to mitigate against any barriers they may be faced with, some of which are similar to those mentioned above. This needs to not only accommodate the carers' needs but also those they are caring for ensuring the city is pleasant for all to visit and accessible and in particular safe. Culture was highlighted as a key theme and should be made as inclusive as possible for all groups.

Sexual Orientation & Trans: The Leeds LGBT+ quarter adjoins the South Bank, where lower Briggate meets Bridge End, and community safety was identified as an important part of the plans by the LGBT+ community. In order for the LGBT+ quarter to thrive and flourish, safe routes from the quarter to local communities and public transport would be incorporated into future development proposals. In addition to transport, community safety was identified as an important concern of the LGBT+ community as well the connecting communities and younger, older and BME communities.

Members of the LGBT+ community typically have greater concerns about personal safety when using public transport due to fear of victimisation or harassment. Proposals to improve strategic connectivity and the reliability of public transport services may increase informal surveillance and deter acts of violence.

Other notable findings from the consultation were also:

Facilities: A wide range of facilities were mentioned throughout the consultation as being desirable in the regenerated South Bank area. No one facility was particularly dominant and it was clear that respondents were interested in a broad section of facilities, including retail, eating and drinking, sports facilities, and events. Demonstrating a need for the area to be developed in a manner that accommodates all.

Skills: Proposals for 4,000 new jobs in the area are proposed and will play a major role in regenerating South Bank. When considering the location of more jobs this has to take a number of factors into consideration. The provision of new jobs in South Bank will help to create a positive relationship with local education establishments. South Bank is home to four education establishments and with the city also having 4 Universities; attempts should be made to keep young professionals in the Leeds' population to help drive and develop the economy. The improved relationship between education establishments and business to create opportunities for placements, apprenticeships and jobs will predominantly benefit young people and those from deprived communities.

It is recognised that there are gaps in the data used in this Equality Impact Assessment, and in the cases of groups where we currently have little or no data we will explore whether collection of such data would be practical & useful in the future.

8a. Positive impact:

- See Above Comments

Action required: See action plan

- See action plan

8b. Negative impact:

- See above comments

Action required: See action plan

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

Proposals within the framework aspire for a mixed use, diverse area. All proposals within the South Bank framework will have an impact on protected characteristics and therefore

will take all of them into consideration as plans develop.
Action required: See Above

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)

Yes **No**

Please provide detail: See Above
Action required: See Above

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes **No**

Action required: See Above

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
To inform of changes on the framework and developments in South Bank openly on a quarterly basis through attending Leeds equalities assembly.	Ongoing	Attend Equality Hub Meetings & Equality Assembly	Lewis Cooper/Lee Arnell

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

This Equality, Diversity, Cohesion and Integration impact assessment will act as evidence that due regard to equality and diversity has been given.

If this impact assessment relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** Equality and Diversity, Cohesion and Integration impact assessment's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date impact assessment completed

If relates to a Key Decision – **date sent to Corporate Governance**

Any other decision – **date sent to Equality Team (equalityteam@leeds.gov.uk)**

Appendix 1

Figure 1. Summary of consultation responses

Source Label	Type of response	Final no. of responses	Includes any demographic data
S1	Partners, businesses, landowners & investor responses	32	No
S2a	Digital Survey	1,117	Yes
S2b	Paper Survey	225	Yes
S3	Snap Survey	32	Yes
S4	Young people paper survey	197	Age only
S5	Young people suggestion cards	58 adults 96 children	Age only
S6	Suggestion cards	10	Yes
S7	Email responses	27 General public 11 Young people	Yes
S8	Twitter	90	No
S9	Facebook	204	No
S10	On street survey	123	No
S11	Workshop comments;	40 pages A4	No

S1- This was the opportunity for stakeholders to share their thoughts on proposals on the framework. This was achieved through an email and letter being sent to inform and direct on how to have their say.

S2a & 2b- The digital and paper surveys were the main methods of data gathering. The questions for both types were the same with the website having additional functionalities to support question responses.

S3 – A snap survey was created to target a younger audience. This simplified and shortened the questionnaire and was predominantly targeted for use at educational establishments.

S4 - One sided a4 questionnaire was created for people under the age of 16 to fill out at a child friendly Leeds event. This was also shared with Year 7 at the Ruth Gorse Academy where 50 students filled out the survey.

S5- The young people suggestions cards were used at events in public spaces and at Breeze events. With these being targeted for a younger audience they proved effective in collecting shorted responses from adults.

S6 – Suggestion cards used for events to record conversations had between staff and members of the public.

S7 – LCC offered to receive responses over email in order to allow people to voice their concerns

S8 & S9 – Social media platforms were used to engage with the public, promote events and gain feedback on the frameworks proposals.

S10- An on street survey was used to capture thoughts of people present at Light Bight 2016.

S11 – Various workshops were held with the public, stakeholders and landowners to get into detail on the specific themes within the Framework.

