

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: Regeneration
Lead person: Lewis Cooper	Contact number: 0113 378 7726

1. Title: South Bank Framework / City Park

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The arrival of HS2 into the City Region has the potential to transform the regional economy. A station that is a true gateway for the region, that has seamless integration with existing and enhanced services across the region, combined with further investments to secure better connectivity between Leeds City Region and other national economic centres, is considered important to creating the transformation. With the quantum of jobs that HS2 could provide, there is a chance to invest in skills programmes to inspire future generations whilst the proposals can help to drive growth of Leeds City Centre and hubs across the City Region. However, without the City Region having a proactive plan on how to make the most of HS2, there is a risk that the benefits will not be realised. In this context, this paper seeks approval to the emerging proposals of the Leeds City Region HS2 Growth Strategy, including proposals for a new integrated Leeds Station, as the proactive plan that can help to maximise the benefits associated with HS2's future arrival.

Leeds Station is the busiest transport hub in the North of England and one of the

most important pieces of transport infrastructure in the UK. This report presents a proposed masterplan for the Leeds Integrated Station that has been developed through collaboration between the Council, HS2, Network Rail, West Yorkshire Combined Authority, Transport for the North, DCLG and DfT. The masterplan vision sets a spatial strategy for the future transformation of the station to accommodate rail growth, Northern Powerhouse Rail services, and HS2. In doing so, the masterplan aims to achieve:

- **World Class Hub** – from quality of architecture and urban design to intermodal connectivity, clarity and delivery.
- **Distinctive Gateway** – that celebrates travel, proudly announced arrival into Leeds and speaks to the unique characteristics of the city.
- **Destination Station** – an attractive place to visit in Leeds City Centre, where South Bank meets City Square
- **Connected Place** – that seamlessly integrates national, regional and local transport modes and optimises every form of connectivity for users.

The proposals for the new World Class Gateway at the Station are an integral part of the proposed HS2 Growth Strategy. However, the benefits of the Station work extend beyond the physical environment and environment for rail passengers

HS2 is much more than just a transport project. It will act as a catalyst for wider regeneration, deliver two world class transport Hubs at Leeds and York, improve regional connectivity to our towns and cities across the North, upskill our workforce, inspire new career choices for future generations, and create opportunities for our businesses and supply chains. The emerging Leeds City Region HS2 Growth Strategy, to be submitted by WYCA, sets out this economic narrative and proposes actions and projects to maximise the growth opportunities across the city region.

As part of the HS2 Growth Strategy, proposals have been framed into six principles that set out what the Council, WYCA and districts propose to do in partnership with government to deliver growth associated with HS2 in the region. These seek to capture the additional economic benefits that are created by HS2, to maximise the added value of the project for Leeds and the wider city region. The six principles are summarised below.

Recommendation to Executive Board: This EIA screening is based on the recommendations contained within this executive board report.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment,

residential location or family background and education or skills levels).		
Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	Yes	
Have there been or likely to be any public concerns about the policy or proposal?	Yes	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect our workforce or employment practices?		No
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 	Yes	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration? (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)**

The proposals in the Growth Strategy have been defined through numerous consultations with districts across the city region, and consultation exercises that have taken place over the last 18 months (e.g. on the South Bank, Leeds Inclusive Growth Strategy, 2023 etc). It is proposed that further engagement takes place on this draft strategy with city partners to refine plans ahead of implementation commencing on the proposals. The comprehensive Equality Impact Assessment carried out for the South Bank Consultation can also be used as evidence of consideration to equality, diversity, cohesion and integration.

- **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)

Such large changes to the station will have an impact on many people who reside in Leeds. The development of such large infrastructure will provide a step change in how the city functions and the opportunities it can offer. Ongoing consultation will take place with city partners, the equalities assembly and the various equality hubs who hold meetings to ensure they are consulted and briefed on developments as the scheme progresses to developed design.

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

Continued consultation with the equalities assembly within Leeds will take place in order to ensure protected characteristics have the opportunity to comment on proposed plans and to ensure the site delivered accommodates needs. With heavy construction required within the area it is essential to show due regard to all affected by the development of the station and surrounding area. Due to the complexity and scale of the development a full equality impact assessment will be carried out assessing the implications of this development and the actions that could be taken to mitigate any impacts.

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:	31/10/2017
Date to complete your impact assessment	16/03/2018
Lead person for your impact assessment (Include name and job title)	Lewis Cooper

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Lee Arnell	Principal Regeneration Officer	4/10/2017

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening 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** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	