

# 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.

|                                      |  |
|--------------------------------------|--|
| <b>Directorate: City Development</b> | <b>Service area: Forward Planning and Implementation</b> |
| <b>Lead person: Martin Elliot</b>    | <b>Contact number: 39 51702</b>                          |

## 1. Title: Leeds Local Development Framework : Authority Monitoring Report 2012

Is this a:

☐

**Strategy / Policy**

☐

**Service / Function**

☒

**Other**

**If other, please specify**

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

### Main aim:

The report is concerned with this year's Local Development Framework (LDF) Authority Monitoring Report (AMR), with a recommendation to Executive Board for approval for publication on the Council's web-site.

### Purpose:

The Planning and Compulsory Purchase Act (2004) requires that local authorities demonstrate progress against plan objectives and provides updates as to the progression of individual Development Plan Documents against the Local Development Scheme (LDS). This information is made public annually.

The reporting period for this AMR covers the period 1 April 2011 – 31 March 2012 for planning policy issues and the progress update on the Local Development Scheme is the position at January 2013.

**Document content:**

The report presents a series of indicators and compares the data for the 2011/12 year against previous years. Commentary on trends and performance is also provided that summarises why the performance of each indicator is as shown.

**3. Relevance to equality, diversity, cohesion and integration**

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

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

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

| Questions   | Yes | No |
|---|-----|----|
| Is there an existing or likely differential impact for the different equality characteristics?  | x   |    |
| Have there been or likely to be any public concerns about the policy or proposal?   | x   |    |
| Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?   | x   |    |
| Could the proposal affect our workforce or employment practices?  |     | x  |
| Does the proposal involve or will it have an impact on <ul style="list-style-type: none"><li>• Eliminating unlawful discrimination, victimisation and harassment</li><li>• Advancing equality of opportunity</li><li>• Fostering good relations</li></ul> |     | x  |

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

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

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

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

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

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

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

The Authority Monitoring Report provides a review of performance against key indicators. These include: delivery of new housing and type of housing, delivery of affordable housing and provision of employment land.

One of the main elements of the monitoring report is accessibility to new development. This will not be reported in the AMR at this time but will be reported during 2013 separately and on the Council's web-site. This delay is due to a major issue with the software used to analyse accessibility data.

The AMR is subject to recent changes by the Localism Act (2012) which encourages local authorities to adopt new and more flexible approaches to monitoring, which are more locally relevant as opposed to prescribed nationally. This new monitoring framework will be based on a far wider range of indicators that may relate more specifically to equality issues.

- **Key findings** (think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The report provides bad news on the delivery of housing across Leeds, chiefly as a result of the recession and also notes that affordable housing completions are lower. This is mainly as a result of lower levels of overall house building and reduction in public grant funding.

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

Monitoring on accessibility will be undertaken as soon as possible and reported separately under the auspices of the Authority Monitoring Report.

The Local Development Framework is comprised of a number of documents which sets out the policies and objectives that will be implemented to guide development over the coming years. As such, all residents in Leeds will be affected. It is important that Leeds

seeks to ensure that the benefits of development are spread across the community.

Consultation processes have already occurred and future consultation will be planned as different documents are brought forward for adoption.

The new monitoring arrangements that will be scoped and brought forward this year will be reported to the relevant Member panels of the Council and consider equality issues as they pertain to the LDF from the outset.

**5. If you are *not* already considering the impact on equality, diversity, cohesion and integration you *will need to carry out an impact assessment*.**

|  |  |
|--|--|
| Date to scope and plan your impact assessment:                         |  |
| Date to complete your impact assessment                                |  |
| Lead person for your impact assessment<br>(Include name and job title) |  |

**6. Governance, ownership and approval**

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

| Name         | Job title                                   | Date   |
|--------------|---|--------|
| David Feeney | Head of Forward Planning and Implementation | 1.2.13 |

**7. Publishing**

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

Please send a copy to the Equality Team for publishing

|  |        |
|--|--------|
| Date screening completed                                 | 1.2.13 |
| Date sent to Equality Team                               | 1.2.13 |
| Date published<br>(To be completed by the Equality Team) |        |