

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: Mark Mills	Contact number: 0113 2476241

1. Title: Derelict and Nuisance Programme Update, including the former Royal Park School and former South Leeds Sports centre

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The Derelict and Nuisance Sites Project seeks to secure improvements to properties that are causing blight to neighbourhoods across the city, frequently but not exclusively occurring in regeneration areas. The programme includes two disused Council owned properties which are proposed for demolition. This screening is intended to support a report detailing progress in implementing the project that will be presented to Leeds City Council’s Executive Board at its meeting on 17 July.

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"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	X 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 city wide approach to managing derelict and nuisance sites and the allocation of a central budget cannot guarantee that resources will be spent equitably across wards: some problems associated with sites can be easy and cheap to resolve but may require lengthy and costly action and outcomes are not necessarily predictable at the outset. The two buildings proposed for demolition have been closed for some time. As with any sites which are cleared, it is important to adequately secure and identify alternative uses or redevelopment to minimise the impact upon nearby residents.

Whilst spread across all wards, identified derelict and nuisance sites tend to be concentrated in areas where regeneration is a priority. Residents will be more likely to experience higher levels of deprivation in those areas and therefore higher proportions of vulnerable people with more equality characteristics will be impacted.

Consultation at site selection level depends on Area Leadership teams and Area Committee chairs' contributions, generated by locally agreed priorities where these exist, for example via agreed Neighbourhood Improvement Plans and/or community leadership team input.

Enforcement partners in the project employ dedicated equality practice not covered by this screening.

• **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)

In seeking to improve derelict and nuisance sites, the project's overall outcome will be to improve social and economic wellbeing.

Nuisance resolution, whether resulting from a 'quick win' or more prolonged and challenging activity will support improved perceptions of neighbourhood confidence, cohesion and community safety for all residents and workers. People will tend to benefit particularly where they are unavoidably exposed to high profile nuisance sites in their daily lives, for example workers in affected town or district centres or those whose caring responsibilities, mental ill health or lack of mobility limits their ability to vary their close environment.

At a practical level, dereliction (overgrown vegetation, poorly maintained properties, insecure boundaries or buildings for example) whilst affecting all residents will impact more on the safety and confidence of people with sensory or mobility issues, especially when age related, and their carers.

Young people and children's safety is frequently compromised by the attractions of unsupervised play or access to unsecured buildings especially where services are

exposed.

Poor neighbourhood and housing quality is a known determinant of mental health rates that are disproportionately high in deprived areas.

- **Actions**

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

The programme has a robust governance structure in place to be accountable for decision making and to mitigate, as far as possible, potential inequalities across wards or other boundaries.

Some solutions will have a neutral impact on equality characteristics, however at programme management level, should a need emerge to consider the particular needs of a specific equality characteristic as development proposals come forward, (for example older peoples' or lifetime housing) an edci screening will take place and its findings will be incorporated into project management and governance.

As remediation or new build projects progress they will develop their own engagement and consultation activity either through neighbourhood management or the planning process, or indeed both. Where particular equality characteristics are impacted, their communication and access needs will be addressed.

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

Date to scope and plan your impact assessment:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

6. Governance, ownership and approval

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

Name	Job title	Date
Mark Mills	Project Manager	4 July 2013

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	15 May 2013
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	