

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: Asset Management & Regeneration
Lead person: Chris Gomersall	Contact number: 0113 3787680

1. Title: Land at East Leeds Extension and Thorpe Park

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify: Programme

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

This equality impact screening is to support an Executive Board report that requests:

- approval to the acquisition of property interests as part of the land assembly for the delivery of East Leeds Orbital Road and East Leeds Extension

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

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 East Leeds Extension is a strategic growth point and the largest single area of allocated housing land in the Leeds City Region. This area will play a major role in delivering the housing required to meet the Core Strategy requirements for 70,000 new homes by 2028 and assist in the delivery of the Best Council Plan ambition for a Strong Economy and Compassionate City and the outcomes it seeks to achieve regarding delivery of good quality, affordable homes, well cared for places and a well-planned city which is easy to move around. Delivery of the ELE will provide new homes, meeting housing needs as the city grows, boost the local economy, deliver new social and physical infrastructure and improve travel and access to new employment opportunities.

The programme for the ELE is complex. It involves a range of landowners and developers, major infrastructure proposals, the use of Council land and resources, public and private funding and a series of linked project activities which require the Council to fulfil a strong co-ordination and enabling role.

The East Leeds Orbital Road will play a key role in unlocking the growth of the ELE and there is a need for the Council, as part of its leading role in bringing this forward, to acquire and assemble the necessary land to support its delivery. In so doing and to support the scheme coming forward the Council has already approved Council the use of available statutory powers to make a Compulsory Purchase Order and Side Roads Order to secure the land for the public highway and to enable a range of related changes to be made to the local highways network.

All land and interests within the proposed line of route will be included in the making of the CPO. Where the necessary land or interests in land can be acquired by negotiation these can in due course be removed from the compulsory proceedings. Where the necessary land or interests in land cannot be acquired by negotiation they will be subject to the CPO and if approved compensated in accordance with the relevant provisions of the compensation code. The report sets out the terms provisionally agreed with one of the parties whose interests are affected by the proposed CPO. The Council's assessment of the impact on human rights is summarised in the Executive Board report.

Whilst it is recognised that this is a major scheme that will have an impact on a range of land and property interests it is considered that there are no specific EDCI implications.

- **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).

As set out above, it is considered that the specific proposals for CPO are unlikely to have EDCI impacts and as this report refers to a specific owners interests that have to be acquired the party is fully aware of the potential implications of a CPO. In this case it has been possible to reach provisionally agreed terms in advance of using CPO powers.

- **Actions**

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

The Council has undertaken public consultation in relation to both the ELOR scheme and the broader ELE programme, to ensure it can respond where possible to local concerns. The ELE webpages are maintained and updated to ensure they reflect the current position in the programme. Communications and engagement will take place on an ongoing basis, with a consultation exercise on ELOR and related ELE activities planned alongside the submission of the ELOR planning application. EDCI considerations will continue to be factored into the consultation programme to ensure accessibility in choice and timing of venues and the format and content of publicity material.

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
Chris Gomersall	Head of Land and Property	4 January 2018

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	
Date sent to Equality Team	
Date published (To be completed by the Equality Team)	