

# 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

<b>Directorate: City Development</b>	<b>Service area: Asset Management &amp; Regeneration</b>
<b>Lead person: Jason Green</b>	<b>Contact number: 0113 3787700</b>
<b>Date of the equality, diversity, cohesion and integration impact assessment: 1<sup>st</sup> November 2018</b>	

<b>1. Title: Wyke Beck Project</b>
Is this a:
<input type="checkbox"/> <b>Strategy /Policy</b> <input checked="" type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>

## 2. Members of the assessment team:

<b>Name</b>	<b>Organisation</b>	<b>Role on assessment team e.g. service user, manager of service, specialist</b>
Jason Green	Regeneration	Senior Regeneration Officer
Jonathan Moxon	Flood Risk Management (FRM)	Flood Risk Manager
Glen Gorner	Parks & Countryside	Natural Environment Manager

<b>3. Summary of strategy, policy, service or function that was assessed:</b>
<p>The Wyke Beck Valley project which is part of a wider Wyke Beck programme that includes the Killingbeck Meadows Natural Flood Management scheme (KMNFMS), de-culverting proposals at Arthur's Rein and environmental improvements at Halton Moor Local Nature Reserve (LNR). Each scheme has a common theme of promoting accessibility and connectivity across the Wyke Beck corridor.</p> <p>The aims of the project are to promote housing growth within an urban area of East Leeds through flood risk management proposals that will help to reduce the risk from flooding to people, property, infrastructure and the built environment and to protect and improve the value of the Wyke Beck as an amenity resource and wildlife corridor.</p>

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

<b>4a. Strategy, policy or plan</b> (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
<b>Please provide detail:</b>	

<b>4b. Service, function, event</b> please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
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 checked="" type="checkbox"/>

<p><b>Please provide detail:</b>  The project has been procured through the Council’s existing contract framework arrangements to deliver Killingbeck Meadows Natural Flood Management scheme (KMNFMS) and Arthur’s Rein de-culverting works and is being led and managed by the Council’s Flood Risk Management service. Halton Moor Local Nature Reserve improvements will be delivered and managed by Parks &amp; Countryside.</p>	

<p><b>5. Fact finding – what do we already know</b>  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.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p>
--

The local community have been an extremely important factor source of information and influence in delivering positive change within the Wyke Beck. The local Friends of Killingbeck Fields along with local residents are an integral part of the improvement work that has already taken place. The Council will continue to work closely with not only this group but also the Friends of Arthurs Rein, LS14 Trust, Radio FM and other organisations who have established interest and links in the area. Through the partnership with organisations including the Yorkshire Wildlife Trust and Groundwork we will all work collectively to promote the Wyke Beck as an important greenspace, and wildlife corridor for the inclusive benefit of the local community to enjoy and use as part of their daily lives.

The Executive Members for Regeneration, Transport and Planning and Environment and Sustainability have been consulted on the Wyke Beck Valley Project and are supportive. Equally the Temple Newsam and Killingbeck and Seacroft Ward Members have been briefed on the project and more recently they have been consulted on the separate planning applications for KMNFMS and Arthur’s Rein de-culverting works. With the assistance of Groundwork, local stakeholders and the residents have been consulted on the two planning applications with a drop in event specifically held for KMNFMS at the Wyke beck Valley Day Centre. The overall consensus has primarily been one of support for the two applications. Consultation with the local community on the Halton Moor LNR was initially carried out through a drop in centre at the community centre, but more focused consultation for the project and environmental improvements will commence in advance of works starting on site.

<p><b>Are there any gaps in equality and diversity information</b>  <b>Please provide detail:</b></p> <p>No</p>
---

<p><b>Action required:</b></p> <p>None</p>
--

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

Yes

No

**Please provide detail:**

Consultation with the local community has taken place via a number of drop in sessions on the wider FRM project, but the consultation has also ensured that local residents were made aware of the wider environmental works and included a wide range of local residents, groups and organisations who have an interest in the Wyke Beck.

**Action required:**

The Council along with partners will be developing an inclusive communications and engagement plan for the Wyke Beck Valley project.

**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**

Age

Carers

Disability

Gender reassignment

Race

Religion or Belief

Sex (male or female)

Sexual orientation

Other

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

**Please specify:**

**Stakeholders**

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

**Potential barriers.**

<input checked="" type="checkbox"/> Built environment	<input 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 type="checkbox"/> Cost	<input checked="" type="checkbox"/> Consultation and involvement
<input type="checkbox"/> Financial exclusion	<input type="checkbox"/> Employment and training
<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

**8a. Positive impact:**

The project will contribute to the delivery of a number of the Council's priorities as set out in the Best Council Plan 2017/18 including Good Growth; Resilient Communities; Transport and Infrastructure, helping to deliver on a number of key outcomes, specifically for everyone in Leeds to be safe and feel safe; live in good quality affordable homes within clean and well cared for places; and enjoy greater access to green space, leisure and the arts.

Through the Wyke Beck Valley project and the delivery of the flood management works the Council will ensure the reduced flood risk to properties within the flood catchment area and the safety of the local community in particular the more vulnerable residents such as those who are elderly or have a disability and may struggle to get to safety if a flooding event occurred.

The Wyke Beck Valley project lies within a deprived area of East Leeds and its delivery outcomes will result in the following benefits to the local community:

- improve the quality of the environment and wider green spaces
- improve and develop a sense of place, accessibility and connectivity;
- provide opportunities for local employment;
- improve aesthetic value;
- promote health & wellbeing;
- promote education & learning opportunities;
- encourage community cohesion
- Encourage better use of the Wyke beck for recreation and leisure as well as a source of access to work, home and leisure.

**Action required:**

The project will deliver specific outputs that will be closely monitored by the project team.

**8b. Negative impact:**

None

**Action required:**

None

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

Yes

No

**Please provide detail:**

The project team will engage with local people, groups and local schools before, during and post project delivery.

The aim of the project officer is to develop sustainable community groups who will help manage and maintain the LNR through working with volunteers from within the community as well as corporate community groups to help promote the benefits of the Wyke Beck for local residents and visitors to Leeds.

As part of the project the Council will develop an inclusive communications and engagement plan for the Wyke Beck Valley project that will promote strong and positive relationships between the Council, local residents, schools community groups, 3<sup>rd</sup> sector groups such as the Yorkshire Wildlife Trust and Groundwork.

**Action required:**

A communications and engagement plan is being prepared with the partners of the project

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

Yes

No

**Please provide detail:**

The Council will develop an inclusive communications and engagement plan for the Wyke Beck Valley project which will ensure a programme of consultation and engagement takes place with elected members, local stakeholders and residents. A Wyke Beck project officer has been appointed as a point of contact for the local community and will, in partnership with Groundwork, Yorkshire Wildlife Trust and the authority be very proactive in publicising the project and promoting local engagement and consultation including local schools and the recruitment of volunteers from the local community.

**Action required:**

A communications and engagement plan is being prepared with the partners of the project.

**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

**Please provide detail:**

The project will benefit all members of the local community.

<b>Action required:</b>
None



**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)

<b>Action</b>	<b>Timescale</b>	<b>Measure</b>	<b>Lead person</b>
Communications and Engagement Plan	To be prepared by end of December 2018	Consultation and engagement with local community, press releases, leaflets, social media, planned events, informative site notices.	Jonathan Moxon/Glen Gerner
Monitoring of outcomes	Ongoing process as part of project delivery	Reducing flood risk and environmental improvement outputs	Jonathan Moxon/Glen Gerner

**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
Adam Brannen	Head of Regeneration	2 <sup>nd</sup> Nov 2018
<b>Date impact assessment completed</b>		
1 <sup>st</sup> November 2018		

**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**

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk) for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to <b>Governance Services</b>	Date sent: 29 <sup>th</sup> November 2018
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: