

# 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: Asset Management &amp; Regeneration</b>
<b>Lead person: Christa Jolley</b>	<b>Contact number: 0113 3787713</b>

## 1. Title: Leeds Living: Housing Infrastructure Fund Bid

Is this a:

Strategy / Policy

Service / Function

Other

**If other, please specify**

**Business case funding submission**

## 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 submit a business case to the Housing infrastructure Fund to support the acceleration and unblocking of housing delivery in the city centre, and that a further report is made to board to enable injection of funding, delivery and spending programme if the submission is successful.

## 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 Leeds Living Programme aspires to unlock and accelerate residential development in the city centre. The report demonstrates how this approach is in line with Council strategy/ policy such as the Inclusive Growth Strategy and South Bank Regeneration Framework, and supports the delivery of sites in the Leeds Core Strategy.

Equality, diversity, cohesion and integration is central to the proposals in ensuring that homes and infrastructure is accessible for all and the city connects and integrates with surrounding communities. This is highlighted below:

### **Housing considerations**

The proposals contained in the report outline how the council proposals to assist the unlocking and acceleration of housing delivery in the city centre, which includes the provision of affordable housing to ensure that housing is accessible for all. The Leeds Living programme contains the aspiration to deliver 20% affordable housing in the city centre to meet the needs of a diverse community. The Council will work with developers, landowners, RPs and Homes England to meet these aspirations

### **Infrastructure considerations**

At project level the infrastructure proposals will need to ensure that they are delivered in line with access and safety statutory requirements and the initial designs include these requirements which will be developed further following the business case stage. The infrastructure aims to promote sustainable travel, including walking and cycling, and ensure that infrastructure is accessible to all. Moreover, improvements aim to improve connectivity between the city centre and surrounding neighbourhoods. Consideration is also being given to the delivery phase, with the resilience programme being developed to mitigate any negative impact on the city centre through infrastructure delivery. Detailed consideration of EDCI will be included in the development of all infrastructure projects (subject to funding).

- **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, the infrastructure proposal included in the Leeds Living programme will be managed to ensure that EDCI is taken into account throughout all the design stages in line with statutory requirements for highways schemes and accessibility. This will be considered at programme and project level. Moreover, infrastructure aims to improve connectivity and integration between the city centre and surrounding neighbourhoods.

The Leeds Living programme also sets out the aspiration to deliver homes for all, which will give all equality groups the opportunity to access housing in the city centre.

It is therefore considered that the proposals in the Leeds Living business case for Housing Infrastructure Funding will have a neutral and/or beneficial impact on EDCI. As projects and proposals develop further (if the business case is successful) further EDCI impacts will be considered and reported as the detail evolves. This will be reported alongside a further update to Executive Board.

- **Actions**

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

The Council has undertaken public consultation on key city centre policy and strategy in the city centre, including the South Bank Regeneration Framework and Our Spaces strategy. The vast majority of infrastructure proposals included in the HIF business case are part of the proposals included in these documents. However, as details of the infrastructure are developed further consultation will take place through the highways and

planning processes. Moreover a communications and engagement process will be developed for the programme if the business case submission is successful and EDCI considerations will be factored into the consultation programme to ensure accessibility in choice and timing of venues and the format and content of publicity material.

If the Business case is successful positive messages will be promoted through the Leeds City Centre Vision website as well as other LCC media channels.

**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:	Subject to funding
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Date to complete your impact assessment	Subject to funding
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Lead person for your impact assessment (Include name and job title)	Christa Jolley
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**6. Governance, ownership and approval**

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

Name	Job title	Date
Christa Jolley	Principal Regeneration Officer	24/01/19

**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

<b>Date screening completed</b>	
<b>Date sent to Equality Team</b>	
<b>Date published</b> (To be completed by the Equality Team)	