

# 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: Regeneration</b>
<b>Lead person: Adam Brannen</b>	<b>Contact number: 37 87660</b>

## 1. Title: **Delivering the East of Otley Housing Allocation**

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

Report seeking Executive Board approval.

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

This screening exercise is centred on a report seeking Executive Board approval to the key principles below:

- i) Note the positive progress made and reconfirm the Council's commitment to bringing forward the East of Otley mixed use site;
- ii) Note the approval by the Director of City Development, that the Council enter into a funding agreement with HE for a Housing Infrastructure Fund grant of £6.318m, on the basis set out at paragraph 3.1.10, and that the approved injection of this sum into the Capital Programme along with contractual arrangements of the funding will be the

responsibility of the Head of Regeneration;

- iii) Agree that the Council takes a leading role on the delivery of the East of Otley Relief Road project, and that the Chief Highways & Transportation Officer, in consultation with the Executive Member for Climate Change, Transport and Sustainability undertakes the actions set out at paragraphs 3.2.7 and 3.2.8, to enable its delivery;
- iv) Approve the principal of the Council making a financial contribution to the East of Otley Relief Road and note the contingent delivery risks as outlined in paragraph 3.3.5
- v) Approve the revised heads of terms relating to the disposal of the Council's land within the East of Otley allocation and that the Council enters into an Agreement with developers to facilitate the delivery of the East of Otley Relief Road project, as set out at paragraph 3.3.7, and note that the Head of Land & Property will be responsible for agreeing the detailed terms of the disposal and the agreement;
- vi) Note the intention to undertake consultation on a Development Brief for the East of Otley site as set out at paragraph 3.5.1, approve that this includes the potential inclusion of Council-owned land at the former Ing's Tip and north of Cambridge Way, and note that the Head of Strategic Planning will be responsible for delivery of the brief.

### 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		X

<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>		
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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)

As the recommendations are in part an update from an earlier report (September 2017) and relate to the principles around HIF funding, the council's role in the design and construction of the relief road, land transactions it is assessed that at this stage there are no EDCI implications but this will be kept under review through the next stages of work to bring forward this development and the related infrastructure.

In terms of consultation, this mixed use allocation has previously been subject to public consultation as part of the UDP and SAP. Implementation issues relating to the allocation have also been discussed with Otley Town Council in the preparation of the emerging Otley Neighbourhood Plan. Discussion regarding the issues associated with bringing this site forward has also taken place between local ward members the developers and their agents, Otley Town Council and the sports clubs directly affected by the proposals

Further consultation will take place with the Executive Member for Regeneration, Transport and Planning, ward members and other local stakeholders as further details are developed in discussion with the developers and other landowners.

- **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 proposals do have positive impacts as the realising the development of the site will

address the allocation requirements for a new relief road that will ease traffic congestion in the town, affordable housing, land set aside for employment, elderly persons accommodation, a new two-form entry primary school and public open space. At this stage there is insufficient detail in any development proposals to consider the EDCI implications of the proposed development that would arise from any transaction involving the Council's land.

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

See section above

**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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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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
Adam Brannen	Head of Regeneration	13 June 2019

**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](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	13 June 2019
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If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
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Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	
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