

Appendix C - 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 or 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: Helen McGrath	Contact number: 0113 3785885

1. Title: Morley Town Deal grants and general project progress

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Morley was selected by government as one of 100 towns across England to bid for funding of up to £25m from the Towns Fund programme.

In December 2020, in the Council's capacity as accountable body for the Town Deal, Executive Board approved the Town Deal Board's resulting vision for a TIP and the priority objectives of the funding programme. Executive Board also approved the necessary authority be delegated to the Director of City Development to approve the submission of the TIP to Government in January 2021, on behalf of the Morley Town Deal Board.

Over the course of 2021 and 2022 substantial project development was undertaken across all projects, led by the Council, with the support and advice of the internal LCC Programme Board, Morley Town Deal Board and four Town Deal Board working groups,

which included Ward Members and resident representatives.

Outline Business Cases and summary documents were developed for each of the six projects and submitted to an internal review and assurance panel before being approved by the Town Deal Board and submitted to Department for Levelling Up, Housing and Communities (DLUHC) for assessment at the end of July 2022. By 11th August 2022 it was confirmed that all the business cases had passed internal DLUHC checks and had secured all the funding allocated as part of the Town Deal, which needs to be spent by March 2026.

This screening is now being undertaken as the six projects are taken into design and delivery to ensure equality and diversity considerations are at the forefront of any decision-making.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

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 Morley Town Deal Board was set out in accordance with the guidance in the Town Deal prospectus which specifically sets out the role, representation and function. In recruiting to the Morley Town Deal Board efforts were made to ensure that opportunities on this group were accessible to all residents and representatives of Morley and reflected the governance requirements set out by government. Positions on the Board were promoted through social media channels, and through networks including the Council's equalities networks and groups. Board recruitment has been considered by the Morley Town Deal Board and new members were elected to the Board in January 2022, and this saw the introduction of increased diversity and representativeness of the group.

An Inclusive Design Panel has been established across the programme proactively seeking volunteers from across the Equality Act 2010 protected characteristics within the Morley district. The Inclusive Design Panel will provide commentary, opinion, and input on proposed changes to buildings, streets, parks, and public spaces; provide advice and information in relation to Inclusive Design Standards, as well as real-life experience of the accessibility and inclusivity in Morley; and help develop suitable solutions to access and inclusion issues.

An Inclusive Design Panel will invite members of the Morley Community to comment on how Morley Town Deal projects can deliver a more inclusive and accessible environment. It will seek the views of disabled people, older people, from various age groups, pregnancy and maternity, ethnically diverse people, genders and sexual orientations. The panel will aim to meet periodically online and in person and by visiting sites. Meetings will aim to be accessible (for example, signers for the deaf community and visual descriptions for those visually impaired), clear terms of reference and invitations and papers sent well in advance of planned meetings.

Consultation and engagement for each project will take place with stakeholders, residents especially targeting hard to reach groups, young people, ethnically diverse people and communities, businesses, community and voluntary sectors and faith groups. informed of progress. We are proactively seeking opportunities to involve stakeholders and end users into project design, such as creative children's engagement to inform the design of some of Morley's greenspaces and parks and also women and girls to make safer spaces in parks.

In Morley the council's Communities Team engage closely with local communities and local businesses through the Outer South Community Committee which holds at least four public meetings a year where ward councillors make decisions about services and priorities for the local area. There is also an active Morley Town Council with 26 members representing seven wards, undertaking projects and operating through a range of committees including Community Development, Planning, Highways and Transportation. They also partly fund a Morley Town Centre Management Board and Town Centre Manager.

The Stakeholder Engagement Plan we have developed demonstrates how we will work through the Town Deal Board to ensure communities' voices are involved in shaping design and decision making at each phase of the development investment plan and ensuring diversity in its engagement with local communities and businesses. Many of the projects require working with local businesses and shop-owners, some directly like the Heritage Investment Programme. The project is working closely with the recently re-established Chamber of Commerce and Trade to develop these links.

- **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 Town Investment Plan and socio-economic analysis initially undertaken as part of the development of the project business cases has shown the following:

- Morley's population has a higher proportion of working age people than West Yorkshire, although the proportion is slightly lower than the Leeds figure. However, it has a much smaller young adult population (16-24), which at 9.0%, is 6.0% lower than the Leeds average, and lower than West Yorkshire. The town also has a higher proportion of 65+ people than either Leeds or West Yorkshire.
- Morley has a strong South Asian community.
- Morley also has a passionate community with a strong sense of local identity and pride. This creates a strong basis for community partnerships to be forged to support and embed the Town Investment Plan and to continue engagement with resident and stakeholders.
- Morley is a very car dependant community and not very active in terms of green travel modes.
- Health indicators are poor within Morley, with GP-reported adult obesity and cancer rates exceeding the average across Leeds, which indicates potential health problems. This may be linked to deprivation levels and the older age profile of the area.

The Morley community is digitally excluded to some extent and this is apparent with the older ageing population/demographic in Morley. Morley's ageing population, may create a high dependency ratio and implies specific future demands for services which may skew feedback and consultations. The in-person consultation events are also complimented by the dedicated Morley Town Deal Commonplace platform

<https://morleytowndeal.commonplace.is> which is continually promoted through Council communications channels, stakeholder networks and the Town Deal Board. Commonplace has seen an increase in online visitors from just 4,000 in 2022 to over 10,000 in 2023. There are also now over 1200 regular subscribers.

However particular attention has been given to overcoming barriers to involvement and to potential support mechanisms to ensure no one is excluded from engaging and influencing the Town Deal projects. We have diversified our communication and engagement activities into face-to-face and physical channels such as posters, leaflets, flyers, banners and community newsletters.

In terms of accessing the younger people, families etc in Morley Leeds City Council has partnered with the Ahead Partnership on a 'Growing Talent Morley' programme (contract for 2-3 years) to provide employability support to schools, colleges and employers across Morley for the period of the programme. This link will continue to be used to access those younger voices and they are going to be represented on the Inclusive Design Panel going forward putting together some of the key equality groups.

- **Actions**

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

There are various actions that are being taken to promote the positive impacts of the Morley Town Deal projects:

- Continue to use the Inclusive Design Panel throughout all stages of project design and delivery;
- Target specific community groups who are more challenging/negative with some of the project proposals;
- Ensure all voices are heard in public consultation exercises and are not skewed towards the older population or car users for example;
- Ensure all consultations are inclusive and accessible;
- Continue with both physical and digital promotional channels;
- Ensure Members and Town Councillors are informed of any challenges or barriers.

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
Helen McGrath	Senior Project Manager	19 September 2023
Date screening completed		

7. 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 screening 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 screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

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

For Executive Board or Full Council – sent to Governance Services	Date sent: 19 October 2023
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: