

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 and Regeneration
Lead person: Fiona Moore	Contact number: 0113 37 87752

1. Title: Our Spaces Strategy

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

Physical works to create public realm improvement proposals.

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

Our Spaces Strategy Executive Board Report which includes seven design principles to guide the approach to public realm in the city centre.

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)

Extensive engagement has been undertaken on the draft Our Spaces strategy in relation to the design principles for public realm and challenges facing the city centre. This included online engagement, presentations to stakeholders and targeted focus groups and engagement activities to seek representative feedback.

The Our Spaces conversation started on the 27th November 2018 following the release of the draft strategy and ended in March 2019. The primary method of engagement was an online survey via Commonplace allowing greater reach and access to respondents. This was complemented by focus groups, events and street surveys to reach a broader demographic. There were over 900 respondents across the various methods of

engagement with 470 confirmed respondents to the online survey. Young and older people's views were sought through attendance at the youth council summit, a youth council survey, and an older people's focus group, in addition, a focus group session was held with the Council's Access and Usability Group as well as targeting the Leeds City Council Equality Hubs. There was also engagement with key stakeholders such as the staff networks, the cycle forum and with a number of key partners such as the Quality Places and Spaces group.

Furthermore, the strategy has also drawn on recurring public realm themes from the Connecting Leeds Transport Conversation where their engagement has included, online consultation portal (Commonplace) with full details of the proposals; public drop in events and exhibitions; presentations to stakeholders; outreach through attending several community groups and with Seldom heard groups; printed literature with some 30,000 leaflets and flyers distributed (across all corridors); social media campaign; community outreach; promotion via real time displays in bus stops and on street; and promotion through partner networks, advertising strategy and press coverage.

Our Spaces Strategy is a high-level document which sets out the context of the city centre and the design approach to public realm through seven principles. This will inform the approach designing and developing public realm within the city centre.

- People First - Our spaces will be designed for people. They will be comfortable, stimulating, relaxing, healthy and safe
- This is Leeds - Our spaces will celebrate Leeds' built and natural assets, from the edges of the River Aire to the magnificent architecture of the city centre
- Everyone Welcome - Our spaces will be inclusive, designed for all ages, abilities and reflect Leeds' diverse communities
- Better Connected - Our spaces will be highly connected, considering pedestrians first, clearly legible and easy to navigate
- Greener Future - Our spaces will be resilient to climate change, with green environments cooling the air, sustainably managing surface water and absorbing carbon
- Bring it to Life - Our spaces will be places for cultural activity, from small interactions to major events
- Economic Sense - Our spaces will be valuable economic infrastructure that supports businesses and provides a canvas for new investment

• **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 spaces strategy is a transparent approach to urban design in one central document, which has been developed in collaboration, and is available to anyone. It places people at the heart of the approach to delivering public realm.

The strategy states:

Our spaces will be designed for people. They will be comfortable, stimulating, relaxing, healthy and safe.

Our spaces will be inclusive, designed for all ages, abilities and reflect Leeds' diverse communities.

Our spaces will be highly connected, considering pedestrians first, clearly legible and easy to navigate.

Our spaces will be places for cultural activity, from small interactions to major events.

Spaces are a free resource in the city centre and additional to the considerations above they provide a safe space for anyone to rest, gather and play in the city centre. Spaces give an opportunity for people to meet and socialise thus increasing contact and relationship forming. They also provide a cavass for cultural activity and support the Leeds Cultural Strategy ambitions.

- **Actions**

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

Collaboration and sharing good news stories are key to spreading the message about improvements to the public realm and making Leeds a child friendly city and age friendly city.

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
Miriam Browne	Senior Project Manager	13.01.2020
Date screening completed		10.01.2020

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:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:NA
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: