

Appendix 4  
 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:</b> City Development	<b>Service area:</b> Asset Management & Regeneration
<b>Lead person:</b> Helen McGrath / Liz Ainge	<b>Contact number:</b> 0113 3785885

<b>1. Title: Levelling up Funding (LUF) – Round 3 Heart of Holbeck</b>			
Is this a:			
<b>Strategy / Policy</b>	<b>Service / Function</b>	<b>Other - X</b>	
<b>If other, please specify.</b>			
Capital project funding has been provisionally allocated through the Levelling Up Fund Round 3 for the Heart of Holbeck project.			

<b>2. Please provide a brief description of what you are screening</b>
<p>The screening relates to work underway to deliver the Levelling Up Round 3 funded project, Heart of Holbeck. The Round 3 Fund was announced in November 2023 with a delivery schedule to complete the project by Spring 2026.</p> <p>The Heart of Holbeck programme includes 3 projects:</p> <ul style="list-style-type: none"> <li>- The <u>St Matthews Community Centre and the 'Old Box Office'</u> project will conserve the external building envelop and transform the internal offer to enable diversification of the facilities and Holbeck Togethers services to the community.</li> <li>- The <u>Local Centre Public Realm and Environment</u> project will invest in the public realm and green space of the Heart of Holbeck to uplift the aesthetics, feel, safety, and accessibility of public spaces and transport infrastructure and support the vitality and viability of the local centre.</li> <li>- <u>The Green Retrofit Property Group Repair</u> project will improve poor quality traditional terraced housing and end terrace commercial properties through</li> </ul>

roofing works, rainwater goods, soffit, fascia and bargeboards, external brick repairs and repointing, a bespoke external wall rendering system and bin store refurbishments.

## 2. 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. 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"> <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 Heart of Holbeck bid assessed equality, diversity, and cohesion as part of the bid proposals in 2022. This screening is now updated to include any changes to scope, gaps in information and the plans to address consultation and engagement activities as part of the project design and development process.

These project proposals will have the potential to bring community groups into increased contact with each other and foster good relations, on the basis of new or improved assets bringing together a range of community services and providing flexible space for community use. St Matthews Community Centre will provide a more inclusive and welcoming space for all the Holbeck community.

There is the potential that the proposed improvements will have a differential impact on some equality groups and across all the protected characteristics, with particular regard to gender, disability, race and age. The key outputs from the proposals will need to be inclusive and accessible for everyone who wants to use them.

At the initial bid stage, the following considerations were undertaken for Heart of Holbeck and the screening outlines how the project team will move forward with each of them.

- A Stakeholder and Engagement Plan was developed identifying the key stakeholder and equality groups to engage with, how and when. This has now been refreshed and updated by the Heart of Holbeck project team.
- Utilised the existing platform 'Commonplace' to ask local residents in Holbeck on their views of the bid proposals. Heart of Holbeck bid consultation launched online end of May through commonplace with face-to-face events held between 7-10 June 2022. This platform is now being used to undertake all engagement and consultation activities as included in the updated Stakeholder and Engagement Plan. <https://heartofholbeck.commonplace.is/>
- Continued engagement and consultation with Ward Members, Executive Member and the MP for Leeds South.
- Holding accessible face-to-face community engagement events to target those key equality groups who do not have online or digital access. The project will also be utilising the Community Listening Project which is being funded through UKSPF and targeting groups in Holbeck.
- Engagement with the Council's Access and Useability Group. A project specific Inclusive Design Panel will be established following funding approval as part of the design and development process.
- Engagement with the Holbeck Business Network group as a key stakeholder group who will directly interface with some of the project proposals around the local centre infrastructure.
- Through the Council's Transport Strategy, Parks & Green Spaces Strategy and Inclusive Growth Strategy have a positive impact on equality groups who face barriers and enable them to participate further in shaping the proposals.

- **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 Heart of Holbeck project includes the implementation of new or improved buildings, highways, infrastructure, and greenspace improvements which will bring direct benefit to several local communities in Leeds South, specifically Holbeck and will work towards the Best City ambitions and net zero targets for the city.

There is the potential that the project proposals will have a differential impact on some equality groups and across all the protected characteristics. The key outputs from the projects will need to be inclusive and accessible for everyone who wants to use them. This is particularly important for older people, people with impairments, and women and girls who currently feel unsafe in some public spaces.

The projects will specifically tackle the disparities/inequalities that lead to some people and groups being disproportionately disadvantaged. This disadvantage manifests in multiple ways. For example: income deprivation prevents people from having access to sufficient food and essentials to maintain their health. Another example of the impact of disparities/inequalities in Holbeck is that a combination of the location in South Leeds outside of the city centre, together with longstanding lack of investment in local infrastructure, and individual income deprivation means that accessing positive social and leisure activities is almost impossible for many people.

The projects will also aim to improve relations within and between communities in Holbeck – nurturing more and stronger connections between people so that they feel part of a local community where their voice is heard and respected. Holbeck Together’s work nurturing relations between communities (promoting good community relations) include intergenerational projects and a new stream of work focusing on diversity and engagement to specifically develop activities that will tackle systemic bias and will improve equity and inclusion.

Improved areas of greenspace and public realm associated with the project will also provide all groups with increased health benefits associated with such spaces. We will utilise best practice principles with materiality choices for the updated public spaces such as consideration to wayfinding and signage design, dwelling spaces and seating to ensure our spaces are inclusive above of physical, language or other accessibility barriers.

- **Actions**

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

- Led by the Heart of Holbeck team with support from Localities and Communities, we will look to establish a Community Monitoring Panel/Inclusive

Design Panel throughout the lifetime of the programme. Membership of the panel will be broad and diverse and offer opportunities for regular feedback and consultation at all phases of delivery. We will consult with groups at particular risk in the area as they may be disproportionately affected by the programme ensuring their feedback is considered design and infrastructure choices.

- Continued engagement and consultation with Ward Members, Executive Member and the MP for Leeds South.
- Share the Stakeholder Management, Communications and Engagement Plan and use the comprehensive stakeholder lists produced to ensure engagement and consultation is broad and covers all sectors of the community.
- Keep communities consulted and updated on the projects as they are developed. Attend annual Holbeck Gala events to engage and consult.
- Consult current and future end users and stakeholders as the projects become live and move into design and development stages.
- Continue to use the Commonplace platform to gather information and feedback which has worked well on previous consultations.  
<https://heartofholbeck.commonplace.is/>
- Target the harder to reach and isolated groups using the support of Holbeck Together, Business Community Network and Localities and Communities.
- Ensure the positive aspects of the projects are understood and embraced by local communities, including through press, communications and social media.

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Adam Brannen	Head of Regeneration	28 June 2024
<b>Date screening completed</b>		28 June 2024

### **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](mailto: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 <b>Governance Services</b>	Date sent:
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: