

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.

Directorate: City Development	Service area: Economic Development
Lead person: Cath Follin/Fiona Moore	Contact number: 39 50465

1. Title: An Approach to Street Design and the Public Realm

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify: developing an approach to public realm in the city centre

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

The proposal to develop a cohesive investment plan for city centre public realm, responding to the needs of a compact city centre.

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. 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)

We are currently putting forward a proposal to develop an investment plan for public realm in the city centre. Any subsequent design and delivery of any public realm will be developed in collaboration with stakeholders and full consideration given to the end user.

Improvements in public realm will have a positive impact on connectivity and city identity which could boost inward investment and access to employment. Improved public realm reduces isolation for individuals and communities and also supports healthy living by improving walkability.

Key to mitigating any public concerns will be a well planned and robust approach which clearly identifies the end product and the rationale for completion. Working within national and corporate best practice and a collaborative approach will minimise concerns.

- **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)

We are currently at proposal stage; seeking approval to secure the necessary funding to develop an approach to investment in public realm within the city centre. We have an open approach to the best ways to improve spaces; there will be a feasibility study to identify how areas can be enhanced to improve permeability for all where the quality of the pedestrian journey in the city centre is at the heart of the project.

The subsequent design of spaces will be a collaborative approach.

- **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 Leeds City Council's commitment to improving the pedestrian environment.

For the delivery of the projects working with a multi-disciplinary design team who can account for the needs of a variety of user groups and taking forward good practice from earlier public realm schemes will minimise any negative impacts.

We are also committed to an open and accessible city centre through the construction

period ensuring access to areas is maintained and there is quality information available on the development with contact details.

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
Cath Follin	Head of Strategic Projects	30 th September 2015
Date screening completed		28 th September 2015

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: 1 st October 2015
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: