

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: Regeneration
Lead person: Mark Mills	Contact number: 0113 2476241

1. Title: Killingbeck and Seacroft Neighbourhood Framework

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

Briefly, the Killingbeck and Seacroft Neighbourhood Framework provides direction for deploying potential investment resources created by the sale of land for new housing, supporting wider regeneration activity.

The Framework has been prepared to set out the investment and development opportunities to help do this, building on the good work already done and complementing the strong local partnership working to improve all aspects of the area. It sets out where new houses could be built, improvements and changes to greenspace, and the potential for better local facilities.

The framework is now complete following consultation and final approval is now being sought from Leeds City Council's Executive Board at its meeting on 21 October 2015.

Executive Board is asked to:

- note the contents of this report and
- approve the final document.

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 <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	X 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)

Edci screenings have been completed to support the consultation phase in January 2015 in support of the Executive Board report. Actions to be taken to mitigate potential discrimination as proposals emerge included further selective consultation in the summer 2015

This most recent consultation was designed to reach out parents with young children across the neighbourhood with events taking place in two neighbourhood parks in the Seacroft area. From the feedback there was broad support for the Framework and in particular the approach of prioritising investment into existing greenspaces and improving greenspace connectivity across the estate rather than creating new areas of greenspace. The key emphasis was on improving the image, range of children facilities and security at the neighbourhood parks. Traffic management and traffic calming are also considered a key priority across the estate to improve safety and the local environment.

Subject to Executive Board approval for the Framework, detailed consultation on specific proposals as they come forward will take place with residents.

• **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)

Next stage consultation, for individual projects and proposals, will come forward from developers bringing forward development sites as part of the planning process.

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

Housing

Proposed housing developments will require planning consent including a consideration of affordable housing requirements in line with Leeds City Council policy. This will include housing market assessment data and will consider the housing needs of equality groups in the neighbourhood context.

Engagement and consultation; and integrating communities

The principle of working with existing community networks is perceived as the most likely to involve as wide a range of people as possible.

Factors that might impact on community cohesion as new residents in different tenures arrive will be explicitly considered and action plans derived in response to perceived risk.

Next steps, assuming Executive Board and any consequent Community Committee approvals

Development proposals

Engagement will be managed in line with normal planning processes

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

Mark Mills

Project Manager

24/9/15

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** screenings should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed

24th September 2015

If relates to a Key Decision - **date sent to Corporate Governance**

Any other decision – **date sent to Equality Team (equalityteam@leeds.gov.uk)**