

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: Asset Management and Regeneration
Lead person: Lee Arnell	Contact number: 75408

1. Title: South Bank Regeneration

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

The principles by which the Council will seek to facilitate the restoration of Temple Works by Burberry and development on neighbouring land.

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

Burberry oversee a large global operation. On November 3rd, Burberry detailed that they had undertaken a strategic review of their UK operation given their need to modernise and expand their UK manufacturing. The outcome of this is that Burberry intend to:

- Locate their UK manufacturing operation to Leeds South Bank for the production of its most iconic product, the heritage trench coat.
- Develop new state of the art manufacturing facilities with a key focus on environmental sustainability that will provide increased capacity for Burberry to produce the trench coat and potential to produce other

products.

- Invest an initial sum of over £50m in this proposal.
- Through this facility, provide employment for more than 1,000 people and a commitment to deliver apprenticeship programme designed to preserve unique textile manufacturing skills in Yorkshire.

This screening document therefore screens the following recommendations being made to the Council's Executive Board on whether the Council supports the proposals and the policy principles by which it will seek to help facilitate the delivery of proposals.

- i) The Council's support for Burberry's proposals to relocate a significant part of its UK manufacturing operations to Leeds South Bank as detailed in this report.
- ii) The Council's support for Burberry's initial proposals to restore Temple Works and land neighbouring Temple Works as part of future phases of development.
- iii) The policy principles set out at section 5 of this report and the commercial terms detailed at exempt appendix 1 as a basis by which the Council will seek to help to secure the delivery of this inward investment opportunity, and produce legal documents for agreement with Burberry.
- iv) That the Director of City Development, in accordance with recommendations i), ii) and iii):
 - a. produces and negotiates legal agreements with Burberry for the disposal of Council assets at Bath Road, Sweet Street and Leodis Court and where necessary develops a vacant possession strategy for these assets.
 - b. produces and negotiates a grant agreement with Burberry setting out the terms by which the Council will provide a restoration grant to help to restore Temple Works.
 - c. produces and negotiates a grant agreement to a cap of £750,000 for the provision of new public open space at the front of Temple Works and allocates £560,000 of moneys held in the Holbeck Urban Village Public Realm fund for this provision.
 - d. commences close working with city region partners on how to mitigate any potential adverse implications, and develops proposals to maximise the economic and employment benefits across the city region.
 - e. brings a report back to Executive Board by June 2016 providing an update on progress and seeking approval to enter into legal agreements once negotiated and finalised, and, if required, approval to

make a Compulsory Purchase Order to ensure that the land assembly required to deliver Burberry's scheme can be fulfilled.

- v) That the Chief Planning Officer prepares a bespoke and updated Planning Guidance document for Temple Works and surrounding sites to guide the development proposals in this area and for this to be submitted to Executive Board by March 2016 as a basis for public consultation.
- vi) That the Council's land at Bath Road, Leodis Court and Sweet Street be appropriated for the purposes of the Town and Country Planning Act 1990 as to facilitate Burberry's proposals and the proper planning of the area.

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	

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)

In drawing up recommendations, consideration was given to whether these initial actions could have impacts for equality, diversity, cohesion and integration. At this stage, there has been initial consultation with Elected Members. It is proposed for there to be more specific consultation as further details are developed for proposals.

a) **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)

In terms of the initial investment for a state of the art manufacturing facility being located in the city, the following was identified:

- The displacement/ relocation of jobs from the Wakefield and Craven Districts could have a negative impact for those impacted by this proposal and for these locations. There may be public concerns on this.
- The potential to physically regenerate a substantial part of the South Bank through a £50m investment on currently vacant land. This will improve the local economy and environment
- The provision of 1,000 jobs at this location, close to an area of high levels of deprivation and in an area where communities have identified disconnection from city centre's economic growth. The provision of just over 200 new net jobs could have a positive impact on local communities. The proposals could foster good relations, provide equality of opportunity and enhance community cohesion in this area.
- The initial proposals for future phases of development may see further jobs and investment. Future phases may see the relocation of businesses and existing cultural organisations in the area. There may also be impacted landowners who may be subject to Compulsory Purchases. There may be concerns raised about this.

- **Actions**

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

These considerations therefore informed the recommendations, with specific policy

principles proposed for approval by Executive Board.

- a) Both Burberry and Leeds City Council will work proactively with relevant councils in the Leeds City Region area to ensure that there is a mitigation plan in place to address the impact of displacement and the timely reuse of any vacated sites. This will include working together to leverage an enhanced economic impact across the Leeds City Region including the development of the supply chain in partner districts outside of Leeds.
- b) The Council and Burberry will develop an employment and skills plan to maximise training and employment opportunities across the city region, including close collaboration with training and education providers.

The report also states that the Council will support proposals on the basis that

- a clear plan is in place to minimise any potential job losses to the city region economy.
- the Council and Burberry offers support to existing businesses and cultural organisations in Holbeck Urban Village that may be affected by the initial developments and proposed future phases.
- Burberry and the Council will work together to leverage an enhanced economic impact across the Leeds City Region including the development of the supply chain in partner districts outside of Leeds.

These principles will be actions that are delivered if Executive Board approves them.

As further diligence takes place and recommendations are implemented there will be continuous reviews of equality and diversity impacts and a further screening will take place in June when final recommendations are proposed.

The public consultation will take place on the revised planning framework to encourage a wide range of views into the spatial plan for the area, including across equality characteristics.

The proposals contained in the report to minimise impacts of the relocation will be monitored, as will proposals to seek to maximise employment benefits to deliver positive equality outcomes.

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)	
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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
Martin Farrington	Director of City Development	4 th November 2015

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 screening's should be sent to equalityteam@leeds.gov.uk . For record keeping purposes it will be kept on file (but not published).	
Date screening completed	4 th November 2015
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	