

# 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: City Development</b>	<b>Service area: Regeneration</b>
<b>Lead person: Lee Arnell</b>	<b>Contact number: 24 75408</b>

## 1. Title: Holbeck, South Bank, Supplementary Planning Document (SPD)

Is this a:

**Strategy / Policy**
                 
  **Service / Function**
                 
  **Other**

**If other, please specify:**

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

There is Supplementary Planning Guidance covering the SPD area. The guidance was adopted originally in 1999 and refreshed in 2006. Given the substantial changes to the Planning Policy context since 2006, major changes in the economic climate in this period, the completion of a number of successful developments in the area, major emerging inward investment proposals from Burberry and Commercial Estates Group and the worsening condition of the grade I listed and ‘at risk’ Temple Works it is considered an appropriate time to refresh the planning guidance for the area.

The original vision to create a vibrant mixed use area whilst safeguarding the unique historic character of the area remains largely unchanged. A Supplementary Planning Document (SPD) has been produced, which updates the planning guidance for the area and extends the boundary to include sites along Sweet Street, which are strategically important both in linking the urban village to the wider population of Holbeck and due to their potential to act as a catalyst for development in connection with the restoration of Temple Works. The report highlights the full extent of the key

changes.

This screening supports a report to Executive Board on 22 June 2016 seeking approval to adopt the draft Holbeck, South Bank SPD as formal planning guidance. Following formal public consultation in March and April 2016 amendments to the draft document were made accordingly. If approved at Executive Board it is intended that the formally adopted SPD will supersede the current 2006 Holbeck Urban Village (HUV) Revised Planning Framework.

### 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"><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)

Subject to approval the Supplementary Planning Document considers matters such as urban design principles, relevant planning policies, highways and transportation matters as well as strategic considerations in Holbeck, South Bank. Once adopted it will comprise a 'material consideration' in terms of decisions about new development and it is intended to provide further information and guidance but not replace Development Plan policies.

The report seeks approval to formally adopt the draft Holbeck, South Bank SPD following six weeks of formal public consultation in March and April 2016. Following the formal public consultation amendments were made to the draft SPD accordingly. If approved at Executive Board it is intended that the formally adopted SPD will supersede the current 2006 HUV Revised Planning Framework.

The proposed consultation statement detailing the comments made on the draft SPD during the formal public consultation and the subsequent Council response to these comments is included as an appendix to the report.

- **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 Best Council Plan sets out a vision for Leeds to be a compassionate, caring city that helps all its residents benefit from the effects of the city's economic growth. Creating the right conditions for the economy in Leeds to prosper and ensuring that a consequence of growth is a reduction in inequalities is a key focus.

The SPD is intended as an update/refresh to the already adopted 2006 HUV Revised Planning Framework. It aims to establish a clear strategic framework to support private sector led regeneration at Temple Works and surrounding sites thereby creating the right environment for economic growth and making best use of our historic assets in accordance with the plan.

There has been a perception that the HUV has been an exercise in gentrification and that the benefits of regeneration efforts have not been felt within the community of Holbeck. By incorporating sites south of Sweet Street into the planning framework and renaming the area, the SPD will connect more fully to Holbeck. Facilitating the development of Temple Works and the surrounding vacant sites for mixed use development with a large employment use at its heart will help create jobs and improve employment prospects in the adjoining communities (as well as within Leeds and the wider City Region) whilst also improving connectivity across the city and helping to address the disconnect suffered historically between the communities of Holbeck and Beeston and the city centre.

Successfully integrating a large manufacturing facility into the area so it benefits established communities in Holbeck will pose a challenge which the framework seeks to support.

**• Actions**

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

Through the planned public consultation exercise it was intended to seek the public's views regarding the strategic planning framework for the area and for the views to be taken into account to inform the document. Equality, diversity, cohesion and integration issues have been incorporated into the SPD and were considered as part of the preparation of the consultation plan which has in itself been produced in accordance with the Council's adopted Statement of Community Involvement.

Temple Works is a nationally important grade I listed building at risk and is a prominent long term derelict building in Holbeck. Supporting work to bring the building back into use could be a very visible sign of the Council valuing Holbeck's heritage and facilitating improvement in the area together with linking Holbeck to the city centre once again.

The public consultation exercise ensured engagement and buy-in from those impacted by the SPD. An access focused communications strategy will be needed to ensure engagement with all sectors of the community especially when development proposals are more advanced.

**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:	N/A
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
Tim Hill	Chief Planning Officer	10/05/2016
<b>Date screening completed</b>		10/05/2016

**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: