

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
Lead person: Andrew Gledhill	Contact number: 0113 3787678

1. Title: Redevelopment of 6 – 32 George Street and part Butchers Row - Kirkgate Market

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The George Street redevelopment scheme supports the Good Growth priority in the Council's Best Council Plan 2017/18 by promoting investment which will contribute to economic growth and job creation.

The improvement and refurbishment works to Kirkgate Market provided an opportunity to consider the redevelopment of the George Street frontage in order to provide the Market with a 'new front door', with particular emphasis on improving connectivity into the Market. Executive Board endorsed the undertaking of a procurement exercise to secure a development partner.

The George Street frontage comprises the 1930's single storey shops, the north side of Butcher's Row and the 1980's two storey shops and markets service office accommodation.

A redevelopment scheme will require vacant possession of all occupied units within the George Street frontage / development area. The development will require a wider working area which it is anticipated will impact upon certain other tenants.

Markets staff and management are currently located on the upper floors of the 1980s block however, it's envisaged that staff will move to the offices being created within Westminster Building, which is a Council owned property adjacent to the Market.

The scheme proposals are to be DDA compliant

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)

Traders and their customers located on George Street and Butchers Row are the most affected group as a consequence of the development proposals as the project will see the demolition and rebuilding of the George Street shops and the units on the north side of Butchers Row which will occupy the same footprint. To facilitate this, negotiations have been undertaken on a consistent basis with all traders where vacant possession is required including the offer of alternative accommodation in the Market. Discussions have also commenced with those tenants who are anticipated to be impacted upon by the development's wider working area.

The market management team have looked to mitigate any negative impacts on specialist sections of the community as much as practically possible. Mitigation has been through, where possible, offering alternative accommodation within the Market.

In line with the Council's core values '*working with communities*' and '*treating people fairly*' the decision was taken to engage with traders at an early stage, with high level proposals being presented to all market traders and further focused discussions taking place with those directly affected in early 2014. Engagement with George Street and Butchers Row traders has been undertaken and will continue throughout the project.

A Communication Plan is being developed to ensure all stakeholders and statutory organisations are engaged with appropriately.

Executive and Ward Members will continue to be consulted on the proposals and this will continue throughout the project.

- **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)

It is envisaged that the proposed development will have an overall positive impact on the various equality characteristics identified above:

Positive Impacts

- The Council has sought a design that responds well to the Victoria Gate development opposite, yet is welcoming to all, encouraging new customers into the market thus having a positive impact by benefitting traders within the market

building. Dual frontages are proposed on ground floor units in order to facilitate greater connectivity.

- An apart-hotel is proposed for the upper floors and it considered that this offers the opportunity to bring new people into the location and greater inter-action with the Market and its traders.
- The development will be DDA compliant.

Negative Impacts

- Traders have entered into negotiations at their own free will as to the future of their business on George Street and Butchers Row and have voluntarily agreed to enter into surrender agreements or to relocate within the Market.
- Regular customers of George Street and Butchers Row businesses will have to find an alternative supplier or look to where the trader has relocated to.

- **Actions**

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

There will be continued consultation and engagement throughout the development with traders and key stakeholders and a communication plan is being created to monitor against this.

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
Date screening completed		

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