

# 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 or 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: Transport Policy</b>
<b>Lead person: Paul Foster</b>	<b>Contact number: 0113 3787518</b>

<b>1. Title:</b>
Is this a:
<input checked="" type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>

<b>2. Please provide a brief description of what you are screening</b>
<p>1. The arrival of HS2 into the Leeds City Region has the potential to transform the regional economy. We need our transport system to respond to the needs of a changing economy and the changing needs of our population.</p> <p>2. Major national investments like HS2 accelerate growth by strengthening links between economies. This brings new and more productive jobs within reach of people (enabling them to move job without moving house), new markets within reach of businesses, new talent within reach of employers, new knowledge and investment in reach of innovators and entrepreneurs. Alongside the planned housing growth that is required in future years, the benefit of HS2 will only be realised with significant investment in the transport system in the short, medium and long term.</p>

3. Our vision is for Leeds to be a compassionate, caring city with a transport system that helps all our residents benefit from the city's economic growth. Getting our transport system right is a critical element of achieving the Council's Best City ambition as set out in the Best Council Plan. Accordingly the emerging Leeds Transport Strategy presented to Executive Board in December 2016 moved towards the realisation of our best city ambition for a strong economy in a compassionate city. Our headline aims are for a transport system to support a city which is: Prosperous, Healthy and Liveable.
4. A lot is already being achieved with the opening of the Leeds Station Southern Entrance, the extended Park and Ride at Elland Road and successful opening of Temple Green Park and Ride earlier this year. We are building on these investments with plans for the Stourton park and ride site currently being consulted on as part of the Leeds Public Transport Investment Programme. This complements investment in the rail network for example the new franchises are delivering additional capacity and further new stations are planned.
5. As part of the Leeds Transport Conversation, responses highlighted the need for the city to retain ambition for transformational connectivity. The scale of the challenge demands innovative approaches, so we also want to adopt new technologies, as well as delivering city/mass transit solutions where there is the greatest economic need. Creating a liveable and healthy city also requires additional investment in cycling and walking.
6. Therefore through the LCR HS2 Connectivity strategy we establish the major local and regional connectivity priorities which are required to enable and maximise growth associated with HS2 coming to the Leeds City Region. It has a natural focus on connectivity towards the HS2 / Northern Powerhouse Rail stations (i.e. Bradford, Leeds and York).
7. The LCR HS2 Connectivity Strategy has three strands:
  - Embracing technology to create an integrated network
  - Continued Government support for delivering our existing transport priorities
  - Delivering Inclusive Growth through transforming connectivity on the corridors where the economic need is greatest
8. Together, these strands will help to shape the Leeds Transport Strategy. We are setting a bold ambition for the future network within Leeds and will develop an incremental approach to achieving it. From a transport perspective the choice of transport modes on each corridor will be influenced by a range of factors which reflects the characteristics of the corridor. A bespoke approach will be needed for each corridor – some may be better suited to rail or car, others to a blend of modes including city/mass transit and active modes. In establishing the technology we will also need to look at how we can improve the experience for the customer and improve the performance of the network.
9. The next stages are twofold:

- Open a conversation with businesses and wider stakeholders around the prioritised corridors and also the next steps in development of the LCR HS2 Connectivity Strategy implementation plan.
- Commence development of the 'Inclusive Growth Corridor Plans' on a phased/staggered basis for each of these prioritised corridors.

10. The principles for developing the 'Inclusive Growth Corridor Plans' will bring together bespoke proposals building on existing plans on each corridor to deliver the necessary infrastructure for growth. The plans will cover housing and employment, flooding and social policy as well as the transformational connectivity required to support each of these. The output of the 'Inclusive Growth Corridor Plans' will be detailed short, medium and longer term projects/interventions across each of the policies areas which will form the basis for the future pipeline.

11. This report summarises the emerging strategy, and seeks Executive Board support to the principles of the Strategy, ahead of engagement with city partners and Government. This is with the view of a final and more detailed strategy proposal being submitted to Executive Board.

**Recommendation to Executive Board:** This EIA screening is based on the recommendations contained within this executive board report.

### 3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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?	Yes	
Have there been or likely to be any public concerns about the policy or proposal?	Yes	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect our workforce or employment practices?		No
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> </ul>	Yes	

- |  |  |  |
|--|--|--|
| <ul style="list-style-type: none"> <li>• Fostering good relations</li> </ul> |  |  |
|--|--|--|

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)

The proposals in the LCR HS2 Growth Strategy have been defined through numerous consultations with districts across the city region, and consultation exercises that have taken place over the last 18 months (e.g. on the South Bank, Leeds Inclusive Growth Strategy, 2023 etc).

The report sets out that it is proposed that further engagement takes place on this draft strategy with city partners to refine plans ahead of implementation commencing on the proposals.

A comprehensive Equality Impact Assessment will be carried out to support the future strategy and will be able to be used as evidence of consideration to equality, diversity, cohesion and integration.

- **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 schemes identified in the next stage of development work through the Inclusive Growth Corridor Plans has the potential to lead to a step change in how the city functions and the opportunities it can offer. Ongoing consultation will take place with city partners, the equalities assembly and the various equality hubs who hold meetings to ensure they are consulted and briefed on developments as the scheme progresses to developed design.

- **Actions**

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

Continued consultation with the equalities assembly within Leeds will take place in order to ensure protected characteristics have the opportunity to comment on proposed plans and to ensure the site delivered accommodates needs. Due to the complexity and scale of the development a full equality impact assessment will be carried out assessing the implications of this development and the actions that could be taken to mitigate any impacts.

**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:	16 November 2017
Date to complete your impact assessment	31 July 2018
Lead person for your impact assessment (Include name and job title)	Paul Foster, Transport Strategy Manager

**6. Governance, ownership and approval**

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Andrew Hall	Head of Transport	16 November 2017
<b>Date screening completed</b>		

**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: