

**Report of the Director of City Development**

**Report to Executive Board**

**Date: 21<sup>st</sup> March 2018**

**Subject: The First White Cloth Hall and the Lower Kirkgate Townscape Heritage Initiative**

Are specific electoral wards affected? If yes, name(s) of ward(s): City and Hunslet	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is the decision eligible for call-in?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: 10.4(3) Appendix number: 5	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

**Summary of main issues**

1. Lower Kirkgate is Leeds' first street and home to the First White Cloth Hall (FWCH) which is of great heritage significance and a Grade 2\* listed building. However, it has suffered market failure for a number of years. The focus provided by the lower Kirkgate THI is helping to promote a number of Best Council Plan objectives, particularly sustainable and inclusive economic growth and the creation of suitable conditions for a number of new business start-ups, as reflected in Appendix 3.
2. Since progress on the FWCH was last reported to Executive Board in April 2016, the ownership of the building has changed. The new owners, Rushbond, have designed a scheme for repair and restoration of the building in order to bring it back into use. They are seeking to apply for a £500,000 grant from the Heritage Lottery Funded (HLF) Lower Kirkgate Townscape Heritage Initiative (THI) which, under the Council's agreement with the HLF, is ring-fenced to the building. This will provide significant enhancement of the character and appearance of the city centre conservation area and lower Kirkgate itself, whilst also acting as an 'anchor' development for the regeneration and improving economy of the area.
3. Although the restoration of the FWCH will have a significant impact on the streetscene and grant aided works to buildings on the rest of the street have been ongoing, the aim is to restore and bring back into use the whole street. Most of the remaining properties that are able to access the HLF grants are in single ownership. Due to this the THI is reaching a critical point for delivery of a comprehensive scheme before the end of the programme in March 2020. This report proposes that whilst in

the first instance the Council should continue to support individual property owners to deliver projects that will support the aims of the THI programme it should also begin to consider alternative options for delivery of the required physical regeneration in the event that current owners are not able to secure restoration, to ensure that the current funding opportunity is not lost.

## **Recommendations**

4. Executive Board is recommended to:

- (i) Approve in principle the award of a maximum £500,000 grant from the Lower Kirkgate THI scheme to the owner of the of the First White Cloth Hall for its repair and restoration and delegate authority to the Director of City Development for the detailed approval and issuing of a grant agreement
- (ii) To note the progress of the Lower Kirkgate Townscape Heritage Initiative and support the exploration of statutory compulsory purchase action should it be required.

## **1. Purpose of this report**

- 1.1 The report seeks approval from Executive Board to award £500,000 grant to the owner of the First White Cloth Hall for a scheme of repair and restoration that will enable the building to be brought back into sustainable use, subject to a receipt of final costs and a suitable grant application.
- 1.2 To update Executive Board on the progress of the rest of the lower Kirkgate THI scheme and options to ensure the available Heritage Lottery Funds are fully drawn down to ensure delivery of the originally envisaged programme outcomes.

## **2. Background information**

- 2.1 There is a strong alignment between the conservation of the city's built heritage and the Best Council Plan ambitions for a strong economy and compassionate city. Recognising the importance of Leeds' historic buildings, structures and places and ensuring these continue to contribute to the delivery and maintenance of high quality civic spaces, a world class city centre, a growing economy and liveability of the city's neighbourhoods plays a central role in delivering good growth. It is important that the city maintains a strong connection with its past whilst delivering regeneration that will benefit all the city's residents and businesses, as this helps preserve and promote what is unique and special about Leeds.
- 2.2 The Council is currently developing a Heritage Action Plan to set out the Council's approach to these important heritage assets across the city. This includes how the Council will work with third party owners to bring about repair and restoration schemes. The Council has a strong track record of leveraging in public funding to encourage private investment to deliver heritage focused regeneration schemes including the successful Townscape Heritage Initiatives at Armley and Chapeltown, progression of a scheme in Kirkgate and proposals for further work in the Grand Quarter subject to a successful funding bid to the Heritage Lottery.
- 2.3 Furthermore the Council has worked in an enabling and collaborative way with a number of private sector interests that are able to make the specialist interventions and take on projects that have specific building conservation challenges. At Hunslet Mill, a collection of Grade II and Grade II\* listed buildings, joint work with developer JM Construction has enabled this long vacant site to now be brought forward as a residential refurbishment, bringing the building back to life as part of Hunslet Riverside's regeneration. At York Road the Victorian former library buildings are now being brought forward by Rushbond as a gym and fitness centre. Rushbond has also now commenced work on the former Majestic nightclub building to bring this into mixed uses following the devastating fire of October 2014. There is now a programme of significant and positive work on some of the city's key heritage assets.
- 2.4 In April 2013, The Heritage Lottery Fund (HLF) awarded the Council a new Townscape Heritage Initiative (THI) for the Lower Kirkgate area of the city centre. The First White Cloth Hall (FWCH) is situated at the centre of lower Kirkgate, in close proximity to its junction with Call Lane and New York Street. It is the critical project in the THI and therefore there is a requirement to deliver a restored property

to ensure the success of the scheme as a whole. Lower Kirkgate is becoming particularly attractive to new business start-ups and provides access to opportunities and culture that are not available in other parts of the city and the restoration of the FWCH offers real potential to contribute to this economic growth.

- 2.5 The THI consists of a time limited programme of capital investment to commercial properties, backed by grant aid and private sector funding. The amount awarded by the HLF was £1.505m, match funded by £668,000 from the capital programme. A further £250,000 has been earmarked for the FWCH by Historic England from their repair grants budget, which can be made available, subject to conditions, to complement the £500,000 from the THI.
- 2.6 Owners of properties within the scheme area (shown on Appendix 2) can apply for restoration and improvement grants on an individual basis. A number of factors such as eligible costs, and pre-and post-scheme valuations are used in a calculation to arrive at the 'conservation deficit' i.e. determining by how much the cost of repairing the building exceeds its end value. Grant funding is used to plug this gap, although sometimes the deficit may exceed the funding available where a property is larger, or has more complex challenges to overcome. Apart from the FWCH which has £500,000 ring-fenced to it within the programme subject to a suitable grant application, grants are capped at £110,000 per target property, in addition to private funds to be committed by the respective owners, and are offered on a 'first come, first served' basis.
- 2.7 The poor condition of the building and inaction by previous owners was a concern to the Council for a number of years and numerous actions were undertaken to secure its future. In April 2016 Executive Board resolved to appoint a multidisciplinary design team to develop a scheme for repair and restoration as part of a Council funded scheme. Conservation accredited architects, Buttress, were subsequently appointed and a scheme to RIBA stage 3 was developed. This was presented to Plans Panel as a pre-application scheme, but following change of ownership of the building, as set out below, this was not ultimately submitted as an application for planning or listed building consent.
- 2.8 At the April 2016 meeting, Executive Board also resolved that the Council should seek to acquire the building by agreement but in the event that this was not possible approved the principle of using statutory compulsory purchase powers. Eventually the threat of compulsory purchase saw the previous owners open negotiations with Rushbond, who then acquired the building in January 2017. Since this time Rushbond have developed their own scheme for repair and restoration and it is this scheme that will be subject of a THI grant application.

### **First White Cloth Hall (FWCH)**

- 2.9 The building is in a very poor condition, with approximately half of the building having been demolished in 2011, following the collapse of the neighbouring 101 Kirkgate. It is a Grade II\* listed building and remains on the Historic England 'Buildings at Risk Register' with a categorisation of 'at Immediate risk of further rapid deterioration or loss of fabric'. Although some emergency support works were carried out at the end

of 2016 by previous owners City Fusion, the building remains in a fragile state and it is imperative that a scheme to secure the future of the building is carried out as soon as possible.

- 2.10 When the Council successfully secured the THI funding, it was on the condition that £500,000 was ring fenced from the programme towards the First White Cloth Hall. The building is also the critical project for the THI and its restoration will determine the overall success of the programme – the Council has therefore set out a clear Conservation Plan for the building. Both these factors provide an indication of the importance the building holds with the HLF. Historic England also list it as one of their top ten priorities in the Yorkshire region.
- 2.11 A report was previously brought to Executive Board in April 2016 to authorise the Director of City Development, in liaison with the Executive Member (Regeneration, Transport and Planning to consider acquisition by way of Compulsory Purchase Order (CPO) where it may become the only available route to secure the proper restoration of the First White Cloth Hall and surrounding land within Lower Kirkgate. Since reporting to the Executive, compulsory acquisition has not been progressed further as the building was acquired by Rushbond PLC from its previous owners in January 2017. The Council is working closely with the new owner to monitor and review the restoration proposals and to ensure these can be achieved in a way that fits with the THI programme.
- 2.12 Since acquiring the building Rushbond have engaged a design team consisting of conservation accredited architects and structural engineers. This team has developed a scheme sympathetic to the principles set out by the Council in the Conservation Plan. Rushbond have consulted with Historic England and Leeds Civic Trust as part of this process. This is for the repair of the extant east and south ranges and the rebuilding of the west wing. In addition a high quality glazed atrium will be inserted into the courtyard along with a small extension to the rear of the rebuilt wing to create additional circulation space.
- 2.13 The lower Kirkgate area has suffered market failure for a number of years, which before the buildings became vacant was reflected in the low end commercial offer and poorly maintained buildings and wider environment. Whilst the lower Kirkgate THI is beginning to enhance the area and bring new jobs and businesses the restored FWCH would act as an ‘anchor development’. Its historic importance to the city, high profile and the potential high end uses being sought for the building would complement the other businesses and bring a greater number of shoppers to the area. The building’s current condition is also a significant blight on the townscape and its repair and the additions of new high quality architecture would be a positive improvement to the area.
- 2.14 Rushbond’s proposed programme for the restoration scheme reflects the fragile condition of the building and seeks to shorten the timescale as much as possible to enable a suitable contractor to be selected and begin on site as quickly as possible. The tender period runs from February to early April 2018 with the intention of mobilising a contractor to begin on site at the end of April. This process would be assisted by Executive Board agreeing an in-principle award of grant now with the Director of City Development using his delegated powers to formally approve the grant once full costs are known.

- 2.15 Rushbond now have a significant interest in the lower Kirkgate area having acquired New York House and the long term lease on the Corn Exchange to add to the FWCH and their existing property, 94 Kirkgate. They are also owners of the former Majestyk building at City Square, for which a major scheme of refurbishments now underway; Mount St. Mary's Church at Richmond Hill; Goods Yard (Leeds) at Marsh Lane and Eco Central 3 on East Street. It is a developer with a strong track record of delivery and a significant commitment to the city. As a result they are also keen to work with the Council to achieve an improved public realm and pedestrian connectivity in this eastern fringe, to increase the viability of these sites, but also to better connect communities in inner east Leeds into the City Centre and to increase access to jobs thus supporting the Council's compassionate city aims. To that end Rushbond has commissioned at their own cost an urban design consultant to provide a number of concepts as to how this could be achieved.
- 2.16 As part of the Leeds Public Transport Investment Programme the Council is considering the potential for reconfiguration of the highway in this part of the city centre, which will enable public realm proposals to be developed with the objective of enhancing the setting of Kirkgate and creating a stronger relationship with the area around the Corn Exchange. Those proposals put forward by Rushbond will be tested as part of this work and for their alignment with the wider highway and public realm strategy for the city centre.

### **Wider Kirkgate THI**

- 2.17 Three properties have now successfully applied for grant and implemented repair schemes to bring buildings back into use ('Before and after' images at Appendix 3). The first, 92 Kirkgate was completed in December 2016 and is a café bar 'Wapentake' which has been successfully trading since this time. 93 Kirkgate was completed in September 2017 and is now a Record Store and Bar known as Doghouse. The third at 90 Kirkgate has been converted to offices on the first and second floors with an extant planning consent for café use on the ground floor, awaiting letting.
- 2.18 The majority of remaining owners on the street are developing plans to apply for planning permission or are developing applications for grant following the receipt of planning permission. Council officers are providing continual support to owners to ensure that the appropriate standard required is achieved and to ensure that grant applications are made in good time to ensure completion before the end of the grant scheme.

## **3. Main issues**

### **First White Cloth Hall**

- 3.1 Rushbond are seeking £500,000 of ring-fenced THI funding for the repair and restoration of the FWCH. The Council has worked closely with Rushbond and Historic England to develop a scheme that ensures the heritage significance of the building is retained and where possible is enhanced.

3.2 The scheme will see a comprehensive and sympathetic repair and refurbishment of the property to a conservation specification. The works that are included are:

- Repair of the extant building – utilising use of traditional materials
- Insertion of a supporting structural steel frame
- Reroofing with traditional natural slate
- Repairing and reinstating traditional sash windows
- Insertion of a glazed atrium over the courtyard
- A small scale modern extension to the rear of the rebuilt wing to aid circulation

3.3 The grant calculation for the building based on the preliminary information provided by Rushbond is included in Exempt Appendix 5.

### **Lower Kirkgate THI**

3.4 The majority of target properties are currently on programmes that will see them apply for grant and complete the repair projects before the end of the scheme March 2020. However, should these programmes slip significantly, there is potential that the properties will not be in a position to benefit from the secured grant funding and will remain vacant and in a state of disrepair. Grant funding that is not utilised will be required to be returned to the HLF.

3.5 In order to secure restoration of the area it is appropriate to consider alternative ways in which heritage led regeneration might be delivered whilst the HLF funding is available to the Council. Executive Board has previously considered compulsory purchase action as a means of securing the FWCH and the surrounding land/property and its resolution of April 2016 authorises the Director of City Development to consider CPO action if this was the only way to secure restoration in lower Kirkgate. Proposals for the FWCH have clearly moved on since April 2016, though even if its restoration is secured and progressed through the grant as set out in this report, there may remain a need to secure improvements to the surrounding land, which might otherwise impact on the achievement of the regeneration objectives for this part of the city centre and lessen the impact of the THI.

3.6 At this stage there is no proposal to progress any compulsory purchase action - in accordance with compulsory purchase guidance and legislation this must only be considered as a last resort and there must be a compelling case in the public interest for the Council as an acquiring authority to act in this way. Nevertheless CPO should be seen as a positive and proactive tool that in the right circumstances can progress regeneration and unlock long standing and complex challenges relating to the refurbishment and redevelopment of land and property to wider public benefit. Clearly such action would not be appropriate for completed projects or those where owners are on track to deliver suitable schemes. Careful monitoring of projects and individual programmes will be undertaken to ascertain those projects, if any, which are considered at risk of not being delivered within appropriate timescales.

3.7 As such Executive Board is asked to reaffirm its willingness to consider the use of CPO in delivering the lower Kirkgate THI and to request a further report from the Director of City Development, in consultation with the Executive Member

(Regeneration, Transport and Planning), as may be appropriate to explore any detailed case that may arise to achieve the objectives of the programme.

## **4. Corporate considerations**

### **4.1 Consultation and engagement**

4.1.1 The Executive Member for Regeneration, Transport and Planning, Ward Members, Legal and Financial Services and a range of heritage organisations including Historic England, Leeds Civic Trust, Victorian Society and the West Yorkshire Archaeological Advisory Service (WYAAS) have also been consulted on the general THI proposals, along with property owners within the THI area.

### **4.2 Equality and diversity / cohesion and integration**

4.2.1 Giving due regard to equality, the proposals in this report have been subject to an Equality Screening, which is appended to this report (Appendix 4) The grant application process involves monitoring to retrospectively evaluate the performance of applications from different groups. However, the THI was subject to an equality screening and this concluded that the training and awareness raising aspects of the THI will potentially give rise to equality impacts in terms of the selection of candidates.

### **4.3 Council policies and best Council plan**

4.3.1 The project will support the delivery of the Best Council Plan 2018/19 – 2020/21 priority on Inclusive Growth and the supporting Breakthrough Project of 'World class events. It will do this by providing grant aid and development expertise to help address market failure in marginal but rich in heritage buildings on the edge of the city. Without this intervention it is possible that some of the built environment that helped to make Leeds a regional centre will be lost or that vacant spaces that could be used by new enterprises remain unavailable, losing an opportunity to create a distinctive independent commercial offer to complement existing city centre businesses.

### **4.4 Resources and value for money**

4.4.1 The THI scheme as a whole, inclusive of the FWCH scheme, will bring investment to the city in the region of £3.3m, most of which would otherwise not occur. The restored buildings will potentially create employment opportunities for around 30-80 jobs, depending on the end uses and around 30 residential properties. It will assist in promoting better energy efficiency and better building maintenance practices within the THI area and beyond through promotional activity. As such the project represents good value for money for Leeds residents and businesses. The level of match funding required to support the initiative is already part of the Council's capital programme.

4.4.2 The Council's contribution to the Common Fund has previously been agreed as part of the bid to secure the £1.505m THI funding from the Heritage Lottery Fund. The Council match funded this with £668,000 to form the common fund



for the project. This funding will help to draw in private investment for improvement works to this area which has suffered long term market failure.

#### **4.5 Legal implications, access to information, and call-in**

- 4.5.1 The information contained in Appendix 5 is exempt under Access to Information Rule 10.4 (3) as it contains information relating to the financial or business affairs of any particular person (including the authority holding that information). It is considered that the public interest in maintaining the content of Appendix 5 as exempt outweighs the public interest in disclosing the information. . This report relates to financial information of a private business applying for grant funding and as such release of information at this time would prejudice the Council's position.
- 4.5.2 The grants programme is reaching a critical point for comprehensive delivery before it ends in March 2020. Should owners not be in a position to deliver projects before the end date the Council reserves its right to use its statutory powers to secure restoration of the Kirkgate land and support the existing public and private investment already focussed on the area.

#### **4.6 Risk management**

- 4.6.1 A separate risk log has been prepared and is regularly updated.
- 4.6.2 All THI projects carry the risk that should the critical properties fail to be delivered (in this case the FWCH), then HLF could clawback all or some of the funding. This action can be mitigated by demonstrating that all reasonable steps have been taken to secure development and participation by owners and occupiers. The additional measures outlined in this report pertaining to the FWCH will help to reduce these risks.
- 4.6.3 If the THI does not succeed there will be a risk to the special architectural and historic character of the conservation area and the listed FWCH. Unspent funding allocated to these buildings would need to be returned to the HLF.

#### **5. Conclusions**

- 5.1 The FWCH is a highly significant building for which the THI has ring fenced funding. This is in order to secure its repair and reuse, both for the intrinsic special interest of the building, but also for its contribution to the improvement of the character and appearance of the city centre conservation area and the economic vitality of lower Kirkgate. Approval of the funding would plug a proportion of the conservation deficit and support the delivery of a high quality restoration scheme that has been developed in line with conservation principles.
- 5.2 The lower Kirkgate THI is progressing well with the majority of owners seeking to apply for grant and carry out repair and refurbishment schemes. However, it should be noted that should grant applications for properties not be brought forward in an appropriate timescale there is a risk of funding being lost. The Council's statutory acquisition powers provide an alternative delivery route if this situation were to occur and should any case be required for the use of these, a further report will be brought back to Executive Board.

## **6. Recommendations**

6.1 Executive Board is recommended to:

- (i) Approve in principle the award of a maximum £500,000 grant from the Lower Kirkgate THI scheme to the owner of the of the First White Cloth Hall for its repair and restoration and delegate authority to the Director of City Development for the detailed approval and issuing of a grant agreement
- (ii) To note the progress of the Lower Kirkgate Townscape Heritage Initiative and support the exploration of statutory compulsory purchase action should it be required.

## **7.0 Background documents<sup>1</sup>**

7.1 None.

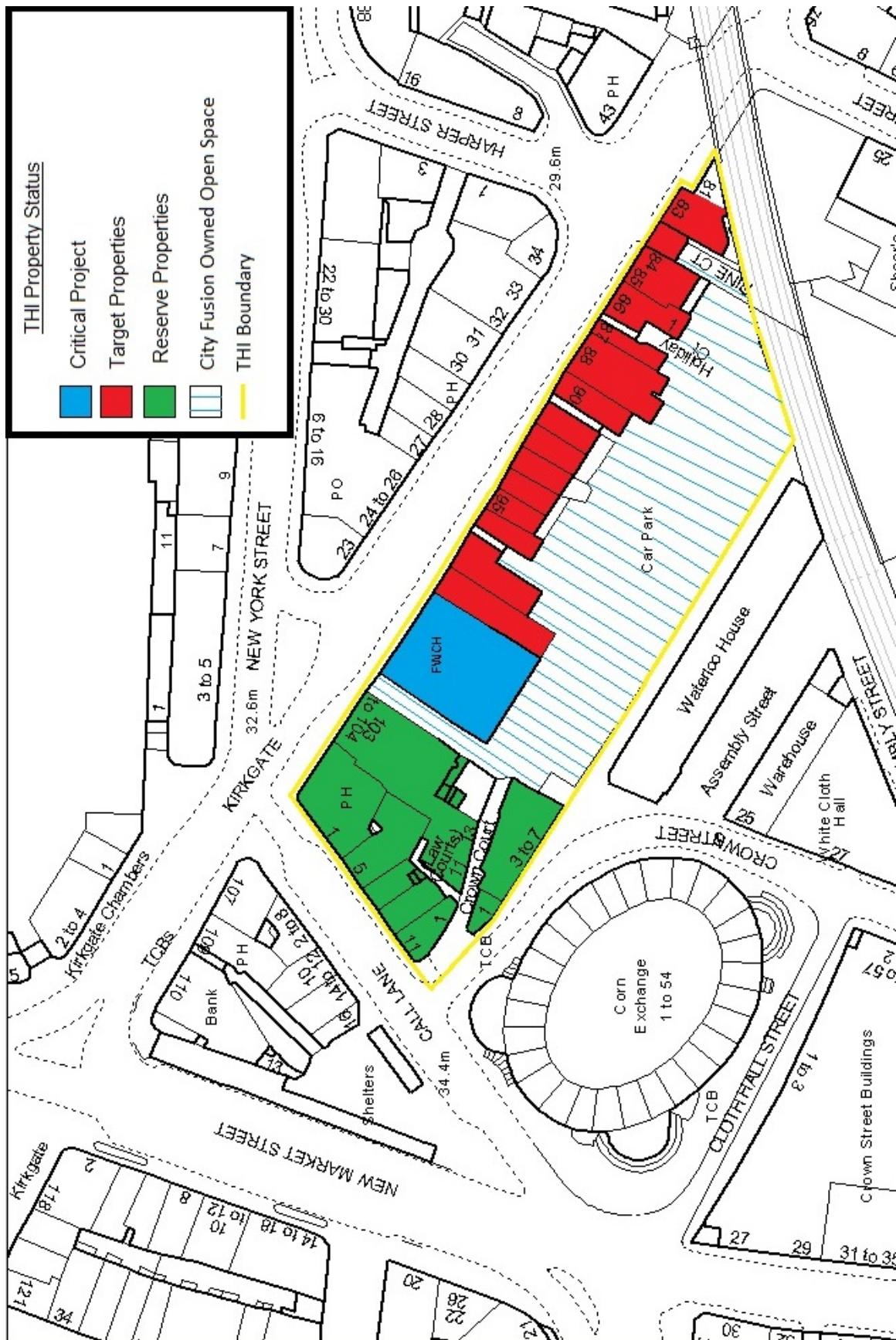
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<sup>1</sup> The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.

Appendix 1: FWCH image as existing and proposed



Appendix 2 THI Boundary and Ownerships



Appendix 3 Target Properties – before and after



## APPENDIX 4: 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: Franklin Riley</b>	<b>Contact number: 0113 37 87708</b>

### 1. Title: The First White Cloth Hall

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

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

The Lower Kirkgate THI provides capital grants to help property owners address the market failure within Leeds' oldest street. This failure has resulted in valuable floorspace remaining vacant and employment potential unfulfilled especially for new independents operators. The most important building within the THI is the grade II\* First White Cloth Hall (FWCH). The main focus of the report is the repair and restoration of the FWCH the main parties to which are known. The wider beneficiaries of the scheme will derive support through the ancillary training and awareness raising being provided by the project. This aspect was the subject of equality screening on 9<sup>th</sup> May 2014 and reported to Executive Board on 25<sup>th</sup> June 2014.

The project will raise awareness of local heritage amongst local communities, construction companies and property professionals. This will include the provision of short courses to fill discrete heritage construction skills gaps of construction SMEs based in the city. This work will complement the Re-Making Leeds scheme that was subject to Equality Screening in May 2014.

### 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?		✓
Have there been or likely to be any public concerns about the policy or proposal?		✓
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		✓
Could the proposal affect our workforce or employment practices?		✓
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>	✓	

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 main beneficiaries' of the capital grants will be the building themselves as the owners will have to contribute any increase in property value as match funding. Whilst there are only six owners all applicants will be asked to provide equalities information which will be retrospectively monitored to help safeguard against unfairness.

The marginal location of Lower Kirkgate and the rental levels that it is likely to attract will be of particular importance to emerging independent retailers who might otherwise be priced out of other more expensive parts of the city centre. Whilst the Council cannot guarantee that rental is likely to remain low, its location is a strong indicator that in relative terms this will remain the case. The grant scheme is also encouraging the re-use of upper floor accommodation that often remains vacant or underused within commercial areas. This space could be used flexibly to provide workshop and low cost city centre living accommodation to artists and others needing to be located centrally.

In practice the main equality considerations surround the beneficiaries of any training or awareness raising provided by the project and this is the focus of the following narrative. The report and the training opportunities it seeks to create will affect two main groups, local communities and those involved in the construction industry. Firstly, the THI will provide awareness raising courses and events for local communities. Secondly, Construction SMEs and construction professionals will be recruited to take up awareness raising events and short courses to fill discrete training gaps in their organisations.

Consultation was carried out in January 2013, to see if local SMEs supported the training project and the overwhelming majority did so. Public consultation was also carried out in 2011 which showed Leeds residents support for heritage based training, especially aimed at the young. There is limited equality information on the heritage construction sector. However, information on the general construction industry suggests that BAME communities and in particular women are underrepresented. Whilst there is anecdotal evidence that there has been some progress in recruiting women to plumbing, painting and decorating and management skills they represent only 11% of the Leeds construction sector. BAME communities make up 7.1% of the Leeds total.

The project is working with the Re-Making Leeds initiative to promote heritage and construction to groups such as women and ethnic minorities who tend to be under-represented in these professions.

- **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)

### **Opportunities**

Kirkgate provides an accessible example of how history and culture have shaped the city. Bringing communities in Richmond Hill, Holbeck and elsewhere to celebrate a shared built heritage will help to promote community cohesion through shared experiences and the ability to connect with the past through a range of local activities and promotions, including hands on craft events. This awareness raising will also help to increase the diversity of the pool of trainees for this and the Re-Making Leeds project.

- **Actions**

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

The work mentioned above is designed to increase the diversity of the pool of trainees and provide a progression recruit to scheme offering formal qualifications in heritage construction such as Re-Making Leeds.



<b>5. If you are <b>not</b> already considering the impact on equality, diversity, cohesion and integration you <b>will need to carry out an impact assessment.</b></b>	
Date to scope and plan your impact assessment:	N/A
Date to complete your impact assessment	N/A
Lead person for your impact assessment (Include name and job title)	N/A

<b>6. Governance, ownership and approval</b>		
Please state here who has approved the actions and outcomes of the screening		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
Martin Farrington	Director City Development	

<b>7. Publishing</b>	
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.	
Please send a copy to the Equality Team for publishing	
<b>Date screening completed</b>	9 February 2018
<b>Date sent to Equality Team</b>	
<b>Date published</b> (To be completed by the Equality Team)	