

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: Highways and Transportation
Lead person: Kasia Speakman	Contact number:

1. Title: Response to Deputation from Pavements are from People on a proposed Street Charter for Leeds

Is this a:

- Strategy / Policy**

 Service / Function

 Other

If other, please specify

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

Pavements are for People have sent a Deputation to Leeds City Council asking the Council to commit to a Street Charter that would put a 'clear streets' policy at the heart of local decision making. Further work and engagement is required to develop a Street Charter that is both meaningful and achievable, as well as fully inclusive.

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)

Pavements Are for People are a body comprising key campaign organisations representing blind and partially sighted people. A local Street Charter, endorsed by a highway authority, is part of a national campaign by RNIB to keep footways free of obstruction and highlight issues of street clutter and their impacts on people with visual

impairment. Although the Charter itself will have likely implications for equality, diversity cohesion and integration; these will be considered in the course of further engagement work with the promoters (Pavements Are for People) and through engagement with Equality Hubs as well as in wider consultations.

- **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)

If a Charter is developed and approved, there are likely to be positive impacts on all those who benefit from clear, unobstructed pavements: older people, parents with pushchairs, carers, children and disabled people in particular.

Depending on the actual solutions put forward in the charter, there may be potential negative impacts resulting from (perceived) reduced ability to park in some residential areas (in a bid to keep footways free of parked vehicles) that may adversely affect those with restricted mobility, in particular parents with young children, older people, carers and people with disabilities.

There is a risk that older and disabled people may also be affected by any proposals put forward in the Charter that would make getting refuse ready for collection more arduous.

- **Actions**

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

Promoting positive Impacts: RNIB Street Charter Toolkit places emphasis on promoting the reasons for a clear street policy; helping understand the impacts of obstructions and the benefits of clear pavements for those affected through education and engagement.

Measures to reducing any negative impacts: The above assessment shows awareness of the potential risk of negative impacts, should the contents of the Charter not be fully considered. The specific contents of the Street Charter will be developed through consultations and engagement, to ensure that impacts are correctly identified and avoided whenever possible.

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
Andrew Hall	Head of Transportation	

<p>7. Publishing</p> <p>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.</p> <p>Please send a copy to the Equality Team for publishing</p>	
Date screening completed	10 January 2019
Date sent to Equality Team	
Date published (To be completed by the Equality Team)	