

APPENDIX 8



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: 87533

1. Title: City Centre gateways – the Headrow
Is this a:
<input checked="" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Please provide a brief description of what you are screening
<p>The Headrow gateway scheme will transform the area into a World-Class Gateway to Leeds city centre for bus users, pedestrians and cycle users. This will enable bus services to operate with fewer delays and provide high standard waiting facilities for bus users. Connectivity for pedestrians and cycle users will be enhanced, making the area safer and more inclusive. It will feature high quality public realm, which improves the townscape and enhances the setting of heritage assets, which will make the centre more welcoming and attractive for visitors, residents and employees.</p> <p>The scheme comprises the following interventions:</p> <ul style="list-style-type: none"> • Changes to highway geometry; • General traffic restrictions;

- Footway widening;
- Provision of new green infrastructure;
- Provision of new public open spaces;
- Improved pedestrian crossings
- Provision of new protected cycle lanes;
- Removal or relocation of some on-street parking, loading and taxi provision;
- Public realm enhancement; and
- Bus re-routing.

The Headrow Gateway is complemented by changes to Park Row and Infirmary Street. Both these schemes aim to deliver better, wider footways, improved public realm, better permeability and reduced dominance of fixed bus infrastructure and traffic. Park Row is to become one way for general traffic, with dedicated bi directional cycle facilities; Infirmary Street is to revert to two-way operation for buses, hackneys and cycles.

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)

A three month Transport conversation in the Autumn of 2016, generated 8,169 questionnaire responses, (along with feedback from 100 workshops, meetings and presentations) demonstrating a keen interest in engaging with the city on issues of transport, both now and in the longer term. The results of the Transport Conversation show a potential differential impact on women, older people and disabled people; potentially also on BME.

The Leeds Public Transport Investment Programme was developed from the Leeds Transport Conversation and extensive engagement with a wide range of groups such as Voluntary Action Leeds, Child Friendly Leeds, BME Hub, Disability Hub, LGBT Hub, Leeds Society for the Deaf and Blind, Physical and Sensory Impairment (PSI) Network, Womens' Live Leeds, Elderly Action groups and various groups representing accessibility and usability.

Leeds Involving People (LIP) are a key partner in ensuring that seldom heard groups are involved in shaping a transport strategy for Leeds that's inclusive and meets the needs of individuals, communities and the city. Through their involvement we have undertaken multiple Seldom Heard Group workshops throughout 2018 as part of the overall LPTIP proposals: this will continue forward in 2019.

The Disability Hub and the Access and Use-Ability Group (AUAG) were consulted on 18th of march in an inclusive presentation and joint site visits to illustrate proposed changes.

- **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 impacts of proposed changes are overall positive across the equality strands.

Positive impacts include:

- Wider, less cluttered footways will benefit all pedestrians, including disabled people, parents with children and older people.
- Improvements to public transport waiting facilities and reliability will benefit all; there is potential greater beneficial impact on women, older people and disabled people as the results of the Transport Conversation indicated that they are more likely to use public transport. These groups would also find it less easy to interchange, or use different transport modes.
- Improved pedestrian crossings will benefit all, but in particular disabled and older people who often lack confidence in crossing over a longer distance.
- Previously received feedback from older people indicates that provision of green infrastructure is likely to have a beneficial impact on this group as trees provide shade and improve ambient temperature in urban areas.

Potential negative impacts:

- Provision of new open public spaces. This could potentially impact negatively on blind and partially sighted people (white cane users in particular) if tactile features are not present.
- Removal/ relocation of disabled parking and of taxi ranks. This could have negative impact on people with reduced mobility, including older people and disabled people.
- Changes to/ restrictions on general traffic. This may have a negative impact on older people trying to access the city centre by car (including Blue Badge holders) and finding restrictions and access directions to navigate the public transport box confusing (this is already the case with access to disabled bays on Central Road). The restrictions will include private hire vehicles which again may impact on people with restricted mobility, including older and disabled people, parents and carers. Private higher vehicles are often cheaper to use than taxis.
- Bus re-routing may have specific negative impacts on older people and some disabled people (learning difficulties, dementia, blind and partially sighted people) as changes are often confusing and unsettling. This may result in missed buses, being carried to an unknown destination and may affect loss of confidence to go out independently.

Introduction of cycle tracks will have positive impacts those who are not confident cyclists, in particular on children, women, older people and some disabled people who may ride an adapted bike or not be confident or able to travel in traffic (including deaf people). Having bespoke provision that is fit for purpose will minimise the mixing of cyclists with pedestrians and general traffic and so may have positive effects on those pedestrians that find mixing with cyclists unsettling – in particular blind and partially sighted people and older people – if it incentivises cyclists away from using the pedestrian core area and riding on footways. There may be some negative impacts around crossing points, such as near bus stops and in potential shared areas around Toucan crossings.

Any changes to the public realm/ bus stops/ bus routes may have negative impacts on people with dementia and Alzheimer's who will find it more difficult to recognise their environment and therefore more likely to become confused and lost. Consequently there

may be negative impacts on carers.

- **Actions**

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

Some of the negative impacts can be eliminated with good design. It will be important for the new cycle infrastructure to be detectable to blind and partially sighted people and colour/ tonal contrast and a tactile edge can help achieve this. If the provision is consistent and comprehensive it is more easily recognised and navigated by all. Major advantage of the new segregated provision is that it is likely to attract cyclists who may currently travel on footways or in the pedestrian core.

It is the intention to replace disabled parking provision lost as the result of proposals; arguably greater amalgamation of disabled parking provision may help alleviate some of the issues around having to navigate around the City Centre Loop and the public transport box. However, the disabled parking bays that will need to be removed on Cookridge Street do cater for a variety of vehicle sizes, and enable seamless extension of a rear ramp onto the footway. Alternative locations that caters for this particular need will be sought but it is acknowledged that this will be hard to find.

A pick up and drop off area has been retained outside the Grand Theatre to help visitors with reduced mobility and there are opportunities to improve disabled parking provision in the vicinity of the Town Hall.

A survey of taxi use and occupancy has taken place prior to proposals to remove taxi ranks from the Headrow gateway. The survey established that a high percentage of taxis leaving the ranks unoccupied and effectively using the ranks as a waiting area to be able to pick up passengers outside the railway station.

A short taxi rank is being retained on the Headrow and provision is being made elsewhere for taxis being needed close to the Grand theatre and those needing to wait in order to be able to access the railway station.

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

7. Publishing

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

Date screening completed	
Date sent to Equality Team	
Date published (To be completed by the Equality Team)	