

# Appendix D

## 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:</b> City Development | <b>Service area:</b> Highways and Transport/Regeneration |
| <b>Lead person:</b> Daniel Larkin    | <b>Contact number:</b> 07562439563                       |

### 1. Title: SURFACE ACCESS TO LEEDS BRADFORD AIRPORT, THE NORTH WEST LEEDS EMPLOYMENT HUB AND PROPOSED AIRPORT PARKWAY STATION.

Is this a:

**Strategy / Policy**
                 
  **Service / Function**
                 
  **Other**

**If other, please specify**

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

In summary, a new connectivity strategy is proposed which has an emphasis on maximising the role of public transport access and the role of other sustainable travel modes to support a step change in travel behaviours and to unlock the economic benefits of the North West Leeds Employment Hub.

This constitutes a fundamentally revised approach to the future provision of surface transport access around Leeds Bradford Airport and the proposed North West Leeds Employment Hub.

Following on from the public consultation carried out between February and April 2019, it is proposed further development work focuses on a scaled back version of Option A as a means of providing a link to the rail halt and associated park and ride and also to provide access to the employment hub.

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**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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul> | 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)

The outlined proposals aim to encourage a step change in travel behaviours with a focus on maximising public transport usage. There are clear equality implications in this for disabled people, older people, socio economic groups etc. relating to the improvement of, promotion of public transport over private vehicular use. The proposed Park and Ride facility will increase bus usage, and the Parkway Station increases the attractiveness of getting the train to the employment hub or airport instead of driving.

The report refers to a review of the local highway network, including technical feasibility work, to understand future connectivity and traffic options and investments that may be required due to the new strategy. Improvements to the local highway network, and reduced traffic congestion, will have positive equality impacts.

The proposed highways improvements will provide access to the North West Leeds Employment Hub, boosting the employment opportunities in the local area and offering better access to jobs and skills. This should impact positively on all groups.

Nearby landowners and businesses could be affected by the construction of the link route, this has been taken into consideration and efforts have been made to minimise disruption. A selection of nearby landowners will be sent letters informing them of the proposals shortly before they are made public in the Exec Board report.

Public consultation has taken place, and landowners in the surrounding area have had an opportunity to engage. The consultation was promoted through all of our Equality Hubs via their mailing lists and social media. These consultation results have played a part in shaping the revised proposals.

- **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)

Due to the close proximity to the airport, we are aware of the high level of public scrutiny this report will receive regarding the issue of supporting airport growth. This is explored in depth in the report.

The surface access proposals intend to diversify transport mode choice, change travel behaviours and offer more sustainable transport modes of travel to in this location than currently exist. The focus has shifted and a fundamental change is set out, alongside more sustainability focussed matters. This vastly reduces the scale and intent of the infrastructure proposals.

A 'do-nothing' option would increase negative local impacts through traffic congestion, continue the reliance on unsustainable transport modes and allow the continued flow of Yorkshire citizens who drive to other airports – it is considered that this would be more harmful to the environment.

The proposed transport connectivity should contribute to the vision for Leeds 2030 to be the best city in the UK by addressing key aspects of the following Best City and Best Council ambitions, outcomes and priorities: good growth, resilient communities, and transport and infrastructure. All of these aspects have positive equality impacts.

- **Actions**

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

LCC is investigating the feasibility of a carbon offsetting scheme, and will continue working with Leeds Bradford Airport and Central Government on this issue.

LCC has taken the public consultation results into consideration, and a key feature of the feasibility work around the highway improvements is reducing traffic congestion in the local area.

The proposal for the Parkway Rail Station encourages modal shift towards more sustainable transport, as does the Park and Ride facility.

There is further consultation and feasibility work to be done in 2020, further due regard will be done on the detailed proposals when they are finalised and brought forward for decision.

**5. If you are **not** already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment**.**

|  |  |
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| Date to scope and plan your impact assessment: |  |
|--|--|

|   |  |
|---|--|
| Date to complete your impact assessment |  |
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|--|--|
| Lead person for your impact assessment<br>(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 |
|---------------------------------|-----------|------|
|                                 |           |      |
| <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: |

