

# 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: Highways and Transportation</b>
<b>Lead person: Philip Mitchell</b>	<b>Contact number: 87577</b>

<b>1. Title: Regent Street Flyover Essential Maintenance</b>		
Is this a:		
<input type="checkbox"/> <b>Strategy / Policy</b>	<input checked="" 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>Regent Street Flyover is a reinforced concrete structure, built in the late 1960s, that carries the A64(M) Inner Ring Road (IRR). Similarly to other concrete structures of this age, the structure suffers from a number of problems, including deterioration of the load-bearing capacity of critical elements.</p> <p>Leeds City Council has managed the deteriorating condition of Regent Street Flyover through the implementation of a rigorous monitoring process in accordance with national standards, with public safety at the forefront of this decision-making process.</p> <p>Significant intervention and essential maintenance works are required to preserve the long-term resilience of the Inner Ring Road and to mitigate against future demand following the proposed closure of City Square to through traffic. The works are being designed in detail and will take around two years to construct on site starting in May 2020.</p>

The design work has concluded that the most cost-effective and beneficial solution is to undertake a phased demolition and reconstruction of the two bridge decks and other supporting structural elements, and this scheme is the subject of this screening. This solution delivers renewed and reliable infrastructure, reducing maintenance needs, and the cost and congestion associated with managing condition-related risks on the Inner Ring Road.

Regent Street Flyover is the first of a series of major interventions throughout the city centre, including the upgrade of infrastructure at the Armley Gyratory, in order to facilitate the removal of general through traffic from City Square and public realm/green space enhancements within the city.

### 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"> <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)

Regent Street Flyover is a key structure carrying the A64(M) Inner Ring Road over the A61 Regent Street. These streets provide connectivity to key city infrastructure, including the main Leeds hospitals, for a combined total of 70,000 vehicles a day with the Inner Ring Road allowing traffic to move across the city without travelling through the city centre.

The local area is a mix of commercial, hospitality and residential use with a number of businesses, churches and charitable organisations providing support for underrepresented groups. These include: Ladybeck Close Supported Living, Emmaus, Leeds Society for the Deaf and Blind, St Vincent's, Leeds Irish Centre, Bridge Community Church and other places of worship.

The project team has undertaken a number of face-to-face meetings, localised drop-in events and letter drop engagement sessions to ensure the needs of all local groups have been captured and regular review exercises are carried out to evaluate changing needs. The team has worked with the organisations who have identified specific requirements to develop solutions which limit the impact of the works on their organisations.

A face-to-face public engagement session was planned for the 15<sup>th</sup> April 2020; however, as a result of the impact of Covid-19, this was cancelled and alternative methods of engagement have been undertaken and explored. These include letter drops to residents and adjacent businesses, the creation of an interactive webpage on the CommonPlace platform and regular newsletter updates all aimed at encouraging ongoing engagement between communities and the project teams.

This engagement further builds upon the wider consultation started by the Transport Conversation and Leeds Our Spaces Strategy.

- **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)

From both the Transport Conversation and the Our Spaces Strategy engagement and previous policy documents, transport has the potential to have a differential impact on all equality groups, with particular regard to the following;

- Gender; Research shows that women and men have persistently different transportation needs, travel behaviours and levels of access to services and infrastructure. Women tend to travel shorter distances, closer to the home, and make more trips; they travel for a wider variety of purposes; they walk more; they have less access to a car and are the main users of public transport, they make more chained trips; their travel patterns tend to be shaped as polygons as compared to the more frequent commuting trips made by men. Women are more sensitive to safety concerns and tend to self-limit their movements and activities because of perceptions of risk, in the UK, they are less likely to cycle. Women are also overrepresented in social groups with specific transport needs and greater transport disadvantage: older people, people with special needs, single parents, and working parents who take responsibility for most caretaking tasks. Women's overall comparative disadvantage in terms of access to transportation negatively affects their professional development, economic status, leisure time, and personal wellbeing.
- Disability; Differential access to the transport system and the effect of transport policies, particularly (but not restricted to) for those with physical and sensory impairments, mental health issues or learning disabilities. Disabled people travel more frequently by bus than others, so public transport plays a vital role in ensuring that they can participate in community life and avoid social exclusion. They also may be affected to a greater extent by issues of reliability of public transport, modal integration (or lack thereof) and interchange and by issues such as overcrowding/ space availability. The availability of accessible infrastructure and walkable, level routes and access to information, including on board and at stops, will also have a differential impact on this equality group.

Disability can lead to a greater reliance on private transport (own car or taxi, or lifts from friends/ relatives etc). Journey times, distance and destinations as well as modal choice may be affected by disability.

- Race; Differential access to the transport system and the effect of transport policies, particularly for Black, Asian and Minority Ethnic people are around impacts on access to employment, education and training, which are vitally important issues for BAME communities as a means of overcoming disadvantages in the job market. Studies have also shown a differential impact in terms of the impact of traffic and road safety. They are also underrepresented among cyclists. It is thought that enabling travel by active modes may particularly benefit some members of the BAME communities in addressing health inequalities, including Type II diabetes and cardio-vascular health.
- Age; Both younger and older people are more at risk of being involved on a road traffic collision and suffer greater consequential effects – initiatives that contribute to road safety, especially of active modes, will have a beneficial impact on these sections of the population.

Young people rely very much on public transport, although many have personal security concerns when using public transport and this is coupled with the fact that in terms of actual risk they are the age group which are most likely to be the

victims of violence and/or assault. Children exposed to traffic related air pollution are more at risk of asthma and child inactivity is a cause for future health concerns, which can be addressed through enabling the use of active travel modes.

Many older people are not able to drive because health conditions related to their age or find the cost of running a car prohibitive. Like with disabled people, there will be a differential impact in terms of distance travelled (including to access public transport in the first place), reliability, overcrowding and the need to interchange or change modes. The presence and availability of evening and weekend services and infrastructure at stops/ stations will also have a differential impact in terms of the ability to access activities and leisure opportunities. The inter-district connectivity enabling access to local services has also been found to be particularly important to older people and people with disabilities.

While it is expected that there will be significant short term disruption during construction, undertaking these essential maintenance works at Regent Street Flyover ensures that wider network resilience is preserved and that the Inner Ring Road is still able to support existing levels of traffic movements and connectivity to key city centre infrastructure e.g. hospitals, commercial and finance units. This will unlock other areas of the city for interventions which further improve bus connectivity and reliability and enhance the public realm/green space ask within Leeds.

- **Actions**

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

Sustainable Infrastructure and Inclusive Growth is at the forefront of the Regent Street Flyover proposals with the objective being the major regeneration of the city's dated highway infrastructure to maintain connectivity to many of the city's key destinations and removing through traffic from city centre roads.

The proposals, along with other interventions within the wider package of works, seeks to provide the city with modern, connective routes compatible with all forms of transport and developed with the needs of all Leeds' citizens in mind. The desire for a child-friendly city has resulted in the design of the Our Spaces Strategy which seeks to ensure that all Leeds' public realm will be inclusive, hospitable, engaging and sustainable. Streets and spaces will be designed for people, enabling a greater range of activities and create environments where they choose to stay for longer.

The Regent Street Flyover team are engaging with stakeholders at all levels and working with those directly impacted by the scheme to develop solutions which incorporate accessibility and sustainability as key components alongside the outcomes of these discussions.

**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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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**6. Governance, ownership and approval**

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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Gary Bartlett	Chief Officer (Highways and Transportation)	

**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

<b>Date screening completed</b>	
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<b>Date sent to Equality Team</b>	
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<b>Date published</b> (To be completed by the Equality Team)	
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