

# 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: Transport Policy, Highways and Transportation</b>
<b>Lead person: Paul Foster</b>	<b>Contact number: 01133787518</b>

<b>1. Title: Draft Connecting Leeds Transport Strategy</b>
Is this a:
<input checked="checked" type="checkbox"/> <b>Strategy / Policy</b> <input 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>
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The draft Connecting Leeds Transport Strategy sets out our proposed vision for mobility for Leeds, to be a city where you don't need a car. It details our overarching objectives of tackling climate change, delivering inclusive growth and improving health and wellbeing and how we need transport to respond in order to achieve these.

The strategy sets out the challenges and opportunities faced by transport as well as the proposed six focus areas:

- Decarbonising Transport – Reducing the need to travel, re-mode how we travel away from private car use and encouraging the further uptake of Alternative Fuelled vehicles and associate infrastructure.
- Creating healthier streets and communities – ensuring walking and cycling are the first choice for the shortest trips, creating places and spaces where people want to spend time which are inclusive and accessible to all.
- Transform the city centre – continue to deliver and develop transformational change in the city centre, from world- class gateways to ensuring all modes are integrated, supporting Leeds role as a local, regional and national transport hub.
- Enhance public transport – build on the successes we have had in recent years at improving the bus network and working with partners to expand and enhance the offering in the future.
- New mobility solutions – thinking about transport differently, encouraging the use of shared transport, paying for transport differently and the use of technologies to improve mobility in the city.
- Deliver a mass transit network –delivering a low carbon mass transit in Leeds, enhancing the transformational work already going on in the city centre through partnership with the Combined Authority.

The strategy also acknowledges that further work is required if we are to achieve our objectives and outlines future considerations.

This is a draft strategy for consultation and engagement in early 2021.

### 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)

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 results indicated that almost all respondents felt it was important for future transport strategy to ensure that everyone had access to the transport system (98%) – accessibility and inclusion are key components of this strategy.

Subsequently, the Leeds Public Transport Investment Programme was developed from the Leeds Transport Conversation and has continued the 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.

Ensuring that we continue to have the conversation on transport with everyone in Leeds is a key objective. This consultation on the draft strategy will continue this discussion ensuring all groups and their needs are considered going forward. Leeds Involving People (LIP) are a key partner in ensuring that seldom heard groups are involved in shaping the transport strategy for Leeds that's inclusive and meets the needs of individuals, communities and the city. Proposed consultation and engagement includes:

- Dedicated website and on-line questionnaire
- Promotion through equality hubs, access groups
- Online workshops on the strategy, especially with equality groups.
- Online promotion through social media.

- **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 previous Transport Conversation and subsequent engagement on the Leeds Public Transport Investment Programme noted that transport has the potential to have a differential impact on all equality groups, with particular regard to the following:

- Gender-There are different transportation needs for all identities, with certain groups more likely at risk of transport disadvantage.
- Disability - 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
- 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.
- Age – both younger and older people are both reliant on public transport both sharing concerns over security and reliance on availability of evening and weekend services.

The draft strategy has been developed building on the outcomes of the previous transport conversation and continued work undertaken in highways to engage with equality groups in subsequent years. The draft strategy seeks to have a positive impact on equality groups reducing the barriers often faced by transport, making a positive impact on mobility in the city. This is a draft strategy enabling all equality groups to participate further in shaping transport in Leeds ensuring everyone has the potential to be positive impacted.

- **Actions**

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

The action we are taking as part of the upcoming consultation will offer a further opportunities to engage and shape transport within Leeds. This will continue the

conversation on transport enabling everyone to participate and shape the strategy with particular attention taken to equality groups especially Gender, disability, race and age, as identified above.

A further equality, diversity, cohesion and integration screening will be undertaken following the end of the consultation period to ensure the final Strategy meets the needs of everyone.

**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

Name	Job title	Date
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>	20/11/20
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<b>Date sent to Equality Team</b>	20/11/20
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<b>Date published</b> (To be completed by the Equality Team)	
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