

**APPENDIX 2: 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: Regeneration</b>
<b>Lead person: Adrian Dean</b>	<b>Contact number: 0113 37 87704</b>

**1. Title: Local Centres Programme**

Is this a:

Strategy / Policy

Service / Function

Other

**If other, please specify**

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

The impacts of the Local Centres Programme review as a consequence of the significant financial pressures faced by the Council to make savings to the Capital Programme.

**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?	✓	
Have there been or likely to be any public concerns about the policy or proposal?	✓	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		✓
Could the proposal affect our workforce or employment practices?		✓
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>		✓

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 LCP is a spatial programme that focuses on capital investment across a diverse range of town and local centres with funding originally allocated evenly on a ward basis to bring forward schemes that aim to enhance the economic and social position of those centres.

Against the background of the capital programme review in September 2020 and the need to make significant savings, as a consequence of financial pressures faced by the Council, the LCP review recognises the particular and disproportionate impact of

removing funding allocated to Priority Wards and Priority Neighbourhoods that have been impacted the most from the Covid pandemic.

Some of our town and local centres are situated within our Priority Neighbourhoods where there is a greater representation of some diversity characteristics than in other parts of the city, particularly BAME groups, and these neighbourhoods have significantly higher levels of deprivation and where support and investment is needed the most.

- **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)

Intelligence gathered in our most deprived communities shows that the impact of the Covid pandemic has been felt hardest in the Council's Priority Neighbourhoods. Reduced investment in town and local centres in these areas would have a greater economic and social impact than other parts of the city. The LCP review proposes a criteria to retain funding for centres within or serving Priority Neighbourhoods ensuring that investment continues to support these deprived communities.

- **Actions**

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

The review of the LCP programme will continue to support resilience and recovery of our local centres in particularly those that fall within the Council's Priority Neighbourhoods which have higher representation of BAME residents that have disproportionately been affected by the Covid pandemic. The LCP review has taken account of this impact by ensuring that these areas retain a funding allocation that will aid their economic recovery and help to build longer-term economic resilience.

**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	N/A
Lead person for your impact assessment (Include name and job title)	N/A

**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>
Adam Brannen	Head of Regeneration	19 January 2021

**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>	19 January 2021
<b>Date sent to Equality Team</b>	19 January 2021
<b>Date published</b> (To be completed by the Equality Team)	