

# Appendix 6

## 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 or 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> Regeneration, Asset Management and Regeneration
<b>Lead person:</b> Lee Arnell	<b>Contact number:</b> 0113 3787717

**1. Title:** Leeds market five year strategy

Is this a:

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

**If other, please specify**

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

This screening considers the recommendations as contained in the ‘South Bank Regeneration’ Executive Board paper dated 17<sup>th</sup> March 2021. Namely, to facilitate social, economic and environmental benefit, the screening considers proposals to reduce the potential Temple Works related CPO boundary, and the potential use of the Council’s statutory powers under Section 227 Town and Country Planning Act 1990 and Section 203 Housing and Planning Act 2016.

### 3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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)

In considering the recommendations, emerging data was considered to consider both 1) the socio-economic and spatial challenges within the Temple District, and 2) how use of the Council powers could achieve regeneration priorities as set out in adopted policies – policies which have been subject to comprehensive engagement and consultation, such as the Holbeck SPD, the Local Plan and South Bank Regeneration Framework. Further, the Council has had due regard to the legal rights of third party landowners and considered how they may be impacted.

As the decisions are ‘in principle’, they are so on the basis that there will now be further engagement and consultation with impacted landowners, prior to any recommendations on resolutions to use the powers or otherwise.

• **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 regeneration objectives in the Temple District aim to foster equality of opportunity by creating new development, jobs and improved physical connections to and within Holbeck – classified as one of the most socio-economically disadvantaged communities in the region. At a time of deep economic distress, the proposals could help to stimulate inclusive growth, with the rationale for this set out in the Executive Board paper of which this assessment accompanies.

Whilst no formal resolutions are recommended, at this stage, for either the use of CPO or the 203 powers will impact upon the rights, including human rights, of third party landowners. Accordingly, there will be impact on those landowners who therefore may not agree with the proposals. There is therefore, a tension between securing the economic, social and environmental benefits which will foster equality of opportunity and improve outcomes for people across equality characteristics and the rights of landowners impacted by the emerging proposals

• **Actions**

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

- I. There will be consultation and engagement with all impacted landowners prior to any formal resolutions being recommended for use of the powers.
- II. Consultation on a Planning Brief for the Temple District as to allow a wide range of

views to be considered
III. Prior to a resolution on use of either power, to consider the equality, diversity and cohesion implications and report on these points if a resolution is made.
IV. To continuously review equality and diversity implications.

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

<b>6. Governance, ownership and approval</b>		
Please state here who has approved the actions and outcomes of the screening		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
Lee Arnell	Executive Regeneration Manager	04/03/2021
<b>Date screening completed</b>		04/03/2021

<b>7. Publishing</b>	
Though <b>all</b> key decisions are required to give due regard to equality the council <b>only</b> publishes those related to <b>Executive Board, Full Council, Key Delegated Decisions or a Significant Operational Decision</b> .	
A copy of this equality screening should be attached as an appendix to the decision making report:	
<ul style="list-style-type: none"> <li>• Governance Services will publish those relating to Executive Board and Full Council.</li> <li>• The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.</li> <li>• A copy of all other equality screenings that are not to be published should be sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a> for record.</li> </ul>	
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: