

# Appendix A 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> Asset Management & Regeneration
<b>Lead person:</b> Adam Brannen	<b>Contact number:</b> 0113 37 87711

## 1. Title: Levelling up Funding (LUF) – Round 1 proposals

Is this a:

Strategy / Policy

Service / Function

Other

**If other, please specify**  
Fund bidding opportunity.

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

The screening is of a decision to submit bids through the Government’s Levelling Up Fund. This was announced in March 2021 and invited competitive bids to be submitted under the themes of regeneration, culture, and transport. The Council has considered opportunities for bid proposals under Round 1 and Executive Board is asked to confirm the submission of two such bids.

In particular this screening addresses the decision for Fearnville Well Being Centre in the Leeds East constituency and Connecting West Leeds in the Pudsey constituency to be selected as the Council’s submissions for funding under Round 1 of the LUF.

Individual project screenings with consideration of equality, diversity, cohesion and integration are being developed and will be undertaken as part of the business case development for each project package across the City. They will be provided as part of any future decision making related to the design, specification and delivery of those projects.

## 2. 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).**

## **LUF Overview**

Only the two project proposals set out in the Executive Board report were identified as having sufficient potential to meet the stringent LUF Round 1 criteria in order to be put forward as viable options in time to meet the tight bidding deadline.

The key matters to consider in relation to equality and the decision to submit two of these projects at this stage is whether they offer the optimum benefits for all residents and communities in those constituencies, when set against the potential to submit these projects in anticipated later rounds of the LUF (when announced) or to submit alternative projects at this stage. The Leeds Park City project was not recommended for submission now to offer more time for its consideration and development.

Each project is discussed separately in more detail below. However, it is considered that equality, diversity, cohesion and integration has been given due regard as far as possible in relation to the decisions and recommendations that are being put forward on behalf of the local authority.

Following the June Executive Board decision there will be opportunities for consultation and engagement with local communities and stakeholders directly affected by the project proposals.

## **Connecting West Leeds Outer Ring Road proposals**

As a response to the changing travel patterns and behaviours as a result of the Covid-19 pandemic, the city council utilised the existing platform 'Commonplace' to ask residents across the city to determine their local priorities for transport and active travel interventions. Responses indicate that local residents are dissatisfied with some of the transport provision for walking and cycling and access at both the Outer Ring Road around Pudsey and at Fearnville.

The priorities to create more pedestrian and cycle space on main arterial roads have been collated into a [C19 Active Travel Plan Map](#) and continued feedback from the public through commonplace, user surveys and counts has been considered.

This data and insight has allowed the Highways and Transportation service to monitor usage and adapt to requests and help inform future opportunities should funding be forthcoming. The Levelling Up Fund has now presented an opportunity to bring forward proposals, which are strongly backed by Members and the MP as a priority in this area as needing to be submitted under Round 1, and when considered against other potential interventions that may be considered in scope of the fund both now and in later rounds.

The draft Connecting Leeds Transport Strategy has recently been developed, building on the outcomes of the previous transport conversation across the City in 2016 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 positively impacted.

## **Fearnville Well Being Centre, Gipton**

Fearnville is a longstanding project which has gone through numerous processes of local engagement and equality considerations in order to draw up the proposals into a scheme which gained Executive Board support in September 2017. The broad strategy for improving the Council's health and wellbeing offer used methods which included user surveys, workshops, area committees, meetings with all relevant partner stakeholders, and the Equality Forum, amongst others. Stakeholders of different ages including work with youth groups and older persons groups was also undertaken.

The Equality Forum raised the need for locations to be accessible by bus and a preference for sites to be located on main arterial roads. The Equality Forum also supported proposals which resulted in Leisure Centres co-locating with health facilities.

Respondents from the Learning Disability Partnership also expressed a desire for facilities that better met their needs. In broad terms respondents agreed with the proposal for centres to be located in town and district centres, and next to arterial roads and or schools/health centres.

NHS Leeds has also previously provided written feedback to the Council's draft proposal. Investment in the City's Leisure Centres is broadly welcomed as was the concept of well-being centres. Attention was drawn to the need to focus on the potential health inequality impact of the proposals and to ensure that this is effectively managed.

The Fearnville Well Being Centre is an existing project that has been developed to an advanced level of detail in expectation of being funded and delivered by the Council in 2022/23. It has broad stakeholder support, including from equality groups as noted above, and the decision to bring forward its development to start in 2022 through this LUF bid accelerates the delivery of the benefits it will bring to groups with equality characteristics, if the Government approves the project under the LUF.

- **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 implementation of upgraded pedestrian and cycling infrastructure in both the projects outlined above will provide direct benefits for pedestrians/cyclists, and will also work towards the carbon zero targets for the city.

The draft Connecting Leeds Transport Strategy has recently been consulted upon in early 2021 and 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.

Improved areas of greenspace associated with the projects will also provide all groups with increased health benefits associated with such spaces.

The Equality Forum Working Group have previously fed back their views on the Council's draft proposals for its vision for leisure and wellbeing centres. In general it is evident that disabled users have a number of concerns about existing Leisure Centre provision in the city in terms of their quality.

Approving Fearnville Well Being Centre as the submitted LUF project for Leeds East will also have the potential to bring community groups into increased contact with each other and foster good relations, on the basis of the new building bringing together a range of health and well-being services, and also providing flexible space for community use internally and externally.

- **Actions**

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

- Consult site users and stakeholders as the projects become live and move into delivery.
- Develop comprehensive stakeholder lists to ensure consultation is broad and covers all sectors of the community.
- Keep communities consulted and updated on the projects as they are developed.
- Continue to use Connecting Leeds commonplace platform to gather information which has worked well on previous transport consultations.
- Allow people to express their opinions and include them in the planning of the projects.
- Ensure the positive aspects of the projects are understood and embraced by local communities, including through communications and social media.

**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:	
Date to complete your impact assessment	
Lead person for your impact assessment (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
Adam Brannen	Head of Regeneration	18 May 2021
<b>Date screening completed</b>		18 May 2021

### 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: