

APPENDIX 3

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.

Directorate: City Development	Service area: Policy & Plans
Lead person: Nasreen Yunis	Contact number: 0113 3787640

1. Title: Local Plan Update		
Is this a:		
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Please provide a brief description of what you are screening
This Equality Impact Assessment Screening relates to an update of the local planning polices known as the Local Plan Update (LPU). The plan is at a very early stage of policy formulation, the theme of the plan is to address the Council's climate emergency. At this early stage of development the focus is to establish what policy areas should be included within the scope of the Plan whether they be new policies or revised existing planning policies. A number of policy areas are set in this scoping stage, and these include a number of topic areas. In addition it is proposed that an 8 week consultation be held to inform the Local Plan Update scope at this early stage.

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. 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">• Eliminating unlawful discrimination, victimisation and harassment• Advancing equality of opportunity• Fostering good relations	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)

There are 5 broad topic areas which have emerged in relation to the scope of the Local Plan Update, with multiple policy areas sitting underneath. These are set out below:

Topic Area	Policy Areas Covered
Carbon Reduction	<ul style="list-style-type: none"> • Whole life carbon costs for buildings • Reducing carbon emissions from buildings • Sustainable construction • Resilience to Heat • Renewable energy generation • Heat networks • Energy storage
Flood Risk	<ul style="list-style-type: none"> • Flood risk • Functional floodplain • Sustainable Drainage Systems
Green Infrastructure	<ul style="list-style-type: none"> • Strategic Green Infrastructure • Tree Planting • Tree Replacement • Biodiversity • Nature Conservation • Green space • Space for local food growing
Place-making	<ul style="list-style-type: none"> • Strategic Place-making (incl. 20-Minute Neighbourhoods) • Local Place-making
Sustainable Infrastructure	<ul style="list-style-type: none"> • High Speed 2 • Leeds City Station • Mass Transit • Leeds Bradford Airport • Digital Infrastructure

Each of these topic areas have different equality considerations, but the key point at this stage is that there is no actual policy to comment on. The focus of the topic papers is on the quality of development and sustainability. As each policy area develops there will be a need to consider the impact on the protected characteristics, however from the outset this has been considered so that any policy formulation is positive.

The consultation on the scope of the Local Plan Update (LPU) will be subject to an 8 week consultation, as part of that consultation an opportunity will be taken to seek early views before actual policies are formulated. However from the outset each of the topic areas have considered the impact on the protected characteristics and will continue to give due regard as the statutory process develops.

Consultation will be held at key stages of the Local Plan Update. The 5 topic papers will aid consultation and give clarity in terms of the ideas for policy scope. At this stage of consultation due to the current restrictions arising from COVID-19, it will not be possible to undertake face-to-face consultation. The Statement of Community Involvement (SCI) has been revised on an interim basis to allow consultation to take place with a digital emphasis. All consultation material will be publicised and made available digitally on the Council's website. Statutory consultees will be consulted in line with national regulations.

In advance of going out to consultation, officers will develop a consultation strategy for the LPU consultation. This will place an emphasis on inclusion, to ensure that measures are taken to gain the views of all people, including young people, the elderly, minority groups and local community groups. In addition, a communications strategy will be created through the Council's Communications and Creative Services teams.

- **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)

This section examines in more detail how equality considerations in relation to the protected characteristics have been considered at this early stage of the LPU. In terms of giving due regard, equality has been an integral part of the LPU from an early stage to ensure that it is a thread which runs through the document in particular in terms of the impact on the protected characteristics. Whilst topic areas are identified this is a very early stage of policy formulation, there are no specific policies as of yet to comment on, only policy areas. Once policies are developed at the next stage, the impact on the protected characteristics will be further developed. This equality screening sets out below the 5 policy areas, to include equality considerations.

(1) Carbon reduction: For new development, Leeds will seek to minimise energy demand and meet all demands for heat and power without increasing carbon emissions, to allow Leeds to meet its climate emergency commitment of zero carbon by 2030. This is supported by topics concerning:

- Ensuring that the level of embodied carbon in a development is considered and monitored from construction to demolition;
- reducing Carbon Emissions from Buildings for example, by exploring whether all development could be built to a zero carbon standard;

- ensuring Sustainable Construction for example, through setting clear standards;
- Renewable Energy and heat generation and storage infrastructure for example, through consideration of mechanisms to increase the generation and storage of low carbon and renewable heat and power both through stand-alone generation and within new developments.

The aim of the proposed policy area is to minimise energy demand and meet all heat and power requirements without increasing carbon emissions, to allow Leeds to meet its climate emergency goal of zero carbon by 2030. All protected characteristics will benefit from the proposals which seek to improve carbon efficiency and sustainability for all. In particular those on lower incomes, older people, gender, younger people, BAME, younger families will benefit from the proposals as these will have a direct impact on quality of life and wellbeing. As these policy areas develop consideration to the protected characteristics will continue to be integrated into policy formulation.

(2) Flood Risk: Leeds will ensure that new developments are located and designed to avoid, reduce and mitigate flood risk, increase biodiversity and reduce the carbon footprint of risk reduction schemes through natural flood solutions. This is supported by topics concerning:

- ensuring that the Council's policies are supported by up to date evidence on flood risk;
- avoiding development in flood risk areas and managing the functional flood plain;
- reducing the speed of surface water run off through more sustainable and natural drainage systems for example, through standards and limits to the paving over of front gardens.

All protected characteristics will benefit from the proposals, in particular those on lower incomes, and younger people may be impacted. Flooding has a negative impact on the lives of everyone affected by it and as such the policy approach will as it develops consider local view and the impact on different groups.

(3) Green Infrastructure and Biodiversity: Leeds will create new Green Infrastructure (GI) (including Green Space and Natural Environment) through the planning process, and identify, improve, protect and extend existing GI to address the challenges of climate change and create a healthy city. This is supported by topics concerning:

- ensuring a strong, clear and consistent approach to the delivery of new green infrastructure as well as the enhancement and protection of existing GI alongside a better understanding of the roles and benefits of individual GI attributes e.g. for play, for well-being, biodiversity (through hedgerow planting), opportunities for local food growing and more attractive routes to encourage less car use; ensuring stronger protection for trees for example, through new land for trees, tree retention and replacement which considers the carbon sequestration value of trees, in addition to amenity and alongside other considerations;
- ensuring that local wildlife sites and nature conservation designations are effective at protecting species and habitats and that new development delivers appropriate levels of net gain for biodiversity;

All protected characteristics will benefit from the proposals. Green Infrastructure, biodiversity and local wildlife habitats are beneficial to all the protected characteristics as they contribute to the health and wellbeing for all. Older people and families with young children, and disabled people will benefit from green space close by, within easily accessible distance, as such accessibility is important. Green space can also be important for inclusion, providing a resource where people can meet. Quality and usability of green space is also important and can have an impact on all the protected characteristics. Quantity and quality of greenspace can also impact on good mental and

physical health. As the detail of individual policies develop it is important to continue to consider the impact on the local community.

(4) Place-making: Leeds will work in the public interest, prioritising the safety and well-being of people within a framework of long-term sustainable development by allowing development that promotes safe, healthy and resilient places, reflects the issues associated with inclusive growth and an environment which leaves a positive legacy for all people. This is supported by topics concerning:

- ensuring a sustainable strategic pattern of development that helps adapt to the impacts of climate change and balances development needs with environmental constraints for example, through policies on 20-minute neighbourhoods;
- ensuring high quality design of places for example, through good practice, standards and design guides that helps ensure better quality, form and layout;
- As part of policies that promote place-making the Council is mindful of having policies that contribute positively to the Councils' climate change ambitions, including increasing active travel and reducing private car use. Linked to this will be matters related to car parking standards which can be managed through supplementary guidance which align with the Council's wider transport strategies.

Good place making and good urban design contribute to a beneficial impact on all the protected characteristics especially when integrated with active travel. The concept of the 20 minute neighbourhood is a positive initiative which encourages easier access to local amenities within a 20 minute walk however consideration also needs to be given to those who are less mobile to understand the implications for their needs and to listen to their views, and also to understand the socio economics of different communities. Place making policies will impact in particular the disabled, gender and those on lower incomes. At this stage the policy is at an early stage of inception, however as the policy develops consideration for all groups is important.

(5) Sustainable Infrastructure: Leeds will ensure the delivery of an accessible and integrated transport system which focuses on public transport and active travel, is worthy of its role at the heart of the Leeds City Region, and supports communities and inclusive growth. This is supported by topics concerning:

- preparing for and maximising the benefits that the national High Speed 2 rail infrastructure project may bring to the City, if built, for example through shaping the development of Leeds Station, integrating the HS2 line into our city and seeking opportunities for new green and public spaces to be created alongside HS2, as well as ensuring high levels of permeability;
- preparing for any mass transit system that is provided in Leeds so that it can align with wider spatial priorities and deliver wider benefits;
- managing the future development of Leeds Bradford Airport and access to it in a sustainable manner;
- supporting reliable, high-speed data at work, home and whilst on the move, so that Leeds is a modern, resilient and efficient economy which can support increased remote working;
- ensuring a sustainable strategic pattern of development that helps reduce the need to travel by private car and positively promotes active travel for example, through policies on 20-minute neighbourhoods and place-making.

The policy aspiration is to seek accessible and integrated transport systems which focus on public transport and active travel to support communities and inclusive growth is beneficial to all the protected characteristics, but in particular can have an impact on those with lower incomes, the disabled and young families as well as the elderly. This topic paper also considers projects such as High Speed 2, Leeds City Station, Mass

Transit and Leeds Bradford Airport, all of which are schemes for which separate planning applications have been submitted or approved, as such the equality implications have been considered as part of the formal planning application process. The HS2 projects also has a separate Equality Screening which supported the planning application. The policies in the LPU are more concerned with creating good quality developments with good urban design principles which tie together the planning schemes with the surrounding area and create good spatial planning. Improved accessibility for all will in particular impact the disabled, and older people, BAME, in particular as well as young children. In addition the final policy area relates to digital connectivity for new build housing, this proposed policy area will be beneficial to all protected characteristics but in particular to those on lower incomes as it will reduce digital poverty.

- **Actions**

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

Once public consultation has been held comments will be considered and feedback will be used to inform policy formulation for all of the topic areas. Equality, Diversity, Cohesion and Integration Screenings will be undertaken at all relevant stages of the LPU. The LPU will be prepared in accordance with a statutory process and further consultation will be held at relevant stages.

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
Martin Elliot	Head of Strategic Planning City Development	9/06/21
Date screening completed		

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 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 Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: