

## 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 or 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: Asset Management</b>
<b>Lead person: David O'Connor</b>	<b>Contact number: 0113 37 85914</b>

#### 1. Title: City Square Public Realm

Is this a:

Strategy / Policy

Service / Function

Other

#### If other, please specify

Physical works to create public realm improvement proposals.

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

City Square is a premier area of public realm in Leeds City Centre and is at a pivotal point in its history. A number of significant projects and programmes are currently under development and present the perfect opportunity for the complete transformation of City Square. It forms part of the welcome to the city, a place which should create a sense of arrival and wonder.

The changes to the highway network in and around City Square provide a once in a generation opportunity to bring forward a refreshed public space. Guided by Our Spaces Strategy and Principles the space can be invigorated to respond to our climate challenges and cultural ambition. Creating a space which welcomes people, speaks of our diverse communities and resonates with the citizens of Leeds and supports healthy lifestyles.

Currently City Square is a small area of public realm (0.3 hectares) with a cycle lane

around its southern edge that is bisected on three sides by up to 4 lanes of traffic on each side that results in the space facing inwards on itself. These need to be crossed by over 40,000 pedestrians every day, whether they are arriving by train, bus, and taxi or walking around the city centre. Linking in to City Square from the south is Neville Street (via Bishopgate Street), the most polluted street outside of London (Friends of the Earth).

Closing City Square to general traffic facilitated by the improvements to Armley Gyratory and alterations to bus routes through the Leeds Public Transport Investment Programme (LPTIP) would increase the area of public realm within and around City Square to approximately 0.86 hectares.

The increase of available space for public realm provides a unique opportunity to reconsider City Square and its wider environment. The increase in space will also allow consideration of the form and function of the space and create the opportunity to recreate a space which reflects our ambition to be the Best City.

A redeveloped City Square will link to Leeds Station and the construction of Bishop Gate Steps. With the predicted increase in rail journeys there is a requirement to ensure that the areas surrounding the exits of the station support the high capacity movement of people. Leeds Station is the busiest station in the north with 37 million passengers each year that has openings out onto City Square. The new Northern and TransPennine franchise, as well as HS2 when it arrives in 2033, will deliver a step change in rail capacity. Soon the station will be busier than Gatwick Airport, in terms of passenger numbers and the image of City Square will have even greater significance. Bishop Gates Steps are to be constructed to aid passenger movement from the station and the redesigned City Square will complement the welcome and movement out from the station.

### 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)

Extensive consultation has been undertaken on the Our Spaces strategy in relation to the design principles for public realm, these principles will be used to inform the design for this development. This consultation has included online consultation, presentations to stakeholders and targeted focus groups and engagement activities to seek representative feedback.

The Highway realignment portion has undergone consultation through 'Connecting Leeds'.

Extensive consultation has also been undertaken on the Headrow Gateway, including the proposals for Cookridge Street which are summarised below and will be applicable for consideration in the development of City Square:

The design brief and proposals for the scheme design will include

- Level access across site.
- Wooden benches warmer and more comfortable to sit on.
- Adequate space guided by good practice between planting beds so circulation space for those with buggies/mobility issues is not restricted.
- Provision of back rests/arm rests as part of the seating provision.
- Taking account of feedback through the LP-TIP and Our Spaces engagement process and feedback.
- Well lit area so it can be used 24hrs.

- Close to toilet and baby change provision

- **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)

Based on the Our Spaces principles, the design of the space will be welcoming and accessible to all taking into account requirements for seating, shade and accessibility.

The proposals will create an area of seating to create areas where groups / families / individuals can meet and interact and create space for free events.

The proposal will provide a safe space for families to rest, gather and play in the city centre. This gives an opportunity for any family to meet and socialise thus increasing contact and relationship forming.

- **Actions**

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

Collaboration and sharing good news stories are key to spreading the message about improvements to the public realm and making Leeds a child friendly city.

Work with Connecting Leeds and Our Spaces team to promote changes.

**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
David O'Connor	Project Manager	11/02/2020

<b>Date screening completed</b>	11/02/2020
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## 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:NA
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: