

# Appendix 4

## 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 and Regeneration</b> |
| <b>Lead person: Lee Arnell</b>       | <b>Contact number: 0113 378 87717</b>                  |

### 1. Title: White Rose Railway Station

Is this a:

Strategy / Policy

Service / Function

Other

#### If other, please specify

Proposal to enter into a loan agreement

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

The screening relates to the Executive Board recommendations to agree a loan facility with Munroe K to facilitate the timely delivery of the White Rose 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)

In considering whether to provide a loan facility or not, officers have considered the outcomes of the comprehensive consultations that was undertaken by WYCA, and also considered the potential benefits or dis-benefits of the Council providing a loan. WYCA has, for example, engaged with access groups and the public comprehensively on the delivery of the station.

- **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 Station's fundamental objectives, and outcomes delivered are as follows

- i) A new station serving the local communities of Cottingley, Churwell and Milshaw to better serve local demand.
- ii) Connecting employees, customers, students and visitors to the Milshaw Industrial Estate including the White Rose Office Park, White Rose Shopping Centre and Elliot Hudson Academy.
- iii) Connecting people to employment, education and training opportunities at existing and new developments in the area.
- iv) Providing a fully accessible station.
- v) Supporting local regeneration, housing and economic growth.
- vi) Significantly improving the walking and cycling routes that will link the station to the local communities and White Rose Shopping Centre and bus interchange.
- vii) Modal shift from car to train reducing congestion and improving air quality.

The Station will therefore provide a much enhanced piece of infrastructure located in an area of high socio-economic deprivation. This will provide greater access to public transport, job opportunities and remove reliance on car journeys. In providing the loan, certainty can be given on the delivery of the station and the delivery of these benefits, including new construction jobs. The Council will also work with Munroe K on a wider spatial masterplan for the area around the station - which will seek to optimise benefits. Further the station will be designed to modern accessibility standards in line with all relevant legislation.

• **Actions**

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

The Council will ensure its loan facility delivers the scheme as agreed by the Local Planning Authority

The Council will continue to develop, with Munroe K, the broader spatial and economic masterplan to optimise wider benefits.

**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<br>(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       |
|---------------------------------|-----------------------------------|------------|
| Lee Arnell                      | Executive Regeneration<br>Manager | 10/06/2021 |
| <b>Date screening completed</b> |                                   | 10/06/2021 |

**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<br><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<br><a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a> | Date sent:   |