

# 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>

<p><b>1. Title: British Library at Temple Works</b></p> <p>Is this a:</p> <p> <input type="checkbox"/> <b>Strategy / Policy</b>                                  <input type="checkbox"/> <b>Service / Function</b>                                  <input checked="" type="checkbox"/> <b>Other</b> </p> <p><b>If other, please specify</b>          Proposals for how LCC could support the delivery of a British Library North at Temple Works</p>
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<p><b>2. Please provide a brief description of what you are screening</b></p> <p>The screening relates to the Executive Board recommendations on how LCC can support the delivery of a British Library North at Temple Works. Specifically, recommendations that LCC draws down £5m of WYCA moneys to provide a grant to the developer of Temple Works for Temporary Stabilisation, and detailed design work to test the viability of a British Library North</p>
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<p><b>3. Relevance to equality, diversity, cohesion and integration</b></p> <p>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.</p>
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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 proceed or not, the Council has considered carefully the potential implications, benefits or dis-benefits across the equality characteristics, considering feedback from consultations on South Bank from the past five years and analysis of local socio-economic evidence and data.

- **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)

British Library at Temple Works could provide a number of potential benefits

- A new open public space which celebrates the city's industrial heritage.
- The delivery of a new nationally significant cultural facility, with major exhibitions and events hosted by the Library.
- Learning, research and engagement opportunities provided for people of all ages by the Library.
- A major boost to the city's innovation ecosystem
- The permanent stabilisation of a Grade 1 listed heritage asset, and development delivered in line with best practice for access for all groups
- It being a catalyst of the regeneration of the Temple District, providing new employment opportunities and homes, including through the development of Council land.

The proposal could have substantial impacts – particularly in the Holbeck and Beeston Ward, which ranks amongst one of the most economically disadvantaged areas in the UK. There is an opportunity for the Library to specifically engage with this community given the proximity of Temple to a large and diverse population. There is a risk that the developments are seen as 'exclusive' and local people do not feel that they can access opportunities associated with it.

- **Actions**

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

- LCC, with CEG, is to develop broader regeneration strategies to include how to optimise the local benefits to local communities
- LCC will make it a condition of the grant that CEG develop employment, skills and training plans to benefit local people
- BL, LCC and CEG will develop targeted engagement plans with local people
- The emerging design will continue to explore all elements of inclusion, and how the spaces can be inclusive
- There will be more detailed engagement with communities and representatives across all equality characteristics.

**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)	

<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	08/07/2021
<b>Date screening completed</b>		08/07/2021

<b>7. Publishing</b>	
<p>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</b> or a <b>Significant Operational Decision</b>.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <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> <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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: