

## 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:</b> City Development	<b>Service area:</b> Economic Development
<b>Lead person:</b> Vanessa Smith	<b>Contact number:</b> 0113 37 88808

**1. Title:** 'Future trends and opportunities in our city and local centres' report for Executive Board

Is this a:

**Strategy / Policy**
                 
  **Service / Function**
                 
  **Other**

**If other, please specify**

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

This screening document is in relation to the 'Future trends and opportunities in our city and local centres' report which is due to be discussed by Executive Board on 22<sup>nd</sup> September 2021 and its associated Appendices.

The Leeds Economic Recovery Framework, published in October 2020, outlines our approach to recovery from the Covid-19 pandemic as being centred around the need to Respond, Reset and Renew and Build Resilience, all within our overall ambition to create a strong economy set within a compassionate city. This approach provided a catalyst for us to undertake several pieces of work to consider what the future of our city and local centres may be, given the impact Covid-19 has had on the way we think about place, how we use our spaces and how we travel, work and shop. This report outlines

this work, the findings from it (including what the impact of the pandemic has been so far) and what the next steps are as we bring together all the findings and what actions can be taken to ensure a positive and inclusive future for our centres.

We have brought all of this work together to see what it is showing us and to consider what we can do as a result. The work confirms that in many cases we are doing the right things, but we need to ensure we remain committed to them, whilst we also need to take the opportunities that are presented through new sources of funding to address the trends we are seeing, as well as influencing the new City Plan that is currently under development and what we can do as a Council already without any additional funding.

The future of our centres is paramount to how we recover from the Covid-19 crisis economically and socially in a truly inclusive way. This is directly linked to our ambition to deliver Inclusive Growth across the city, whilst striving to be the best city for Health and Wellbeing and tackling the Climate Emergency. Centres play a major role in delivering quality of life and integrating Covid-19 economic recovery with both Health and Wellbeing and climate action within them will ensure our economy and our places are supported as much as possible. Furthermore, the work outlined in this report will be used alongside that which is being undertaken to produce a new version of the Joint Strategic Assessment (JSA) for Leeds, which will set out the current data on health and inequality. Together, and with other work such as that being completed by Planning colleagues looking at the health of local centres, the work will be used to assist us in prioritising and identifying the centres which require the most support across the city given limited resources.

### 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

<p>Does the proposal involve or will it have an impact on</p> <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	
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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)

It is clear that the impact on the economy and to people's health as a result of the Covid-19 crisis will raise inequalities in the city. Those on lower incomes are more likely to work in sectors affected by the virus, such as Hospitality; the young are suffering through missing out on education and difficulty finding employment that is inflicting long-term damage to young people's prospects in life and creating a 'Covid generation' and mortality rates from Covid-19 in the most deprived areas are more than double the least deprived areas. Leeds city centre and local centres across the city have also been greatly impacted upon as a result of the pandemic, although we are aware that different local centres have had different impacts depending on the spending power of the population that they rely on.

The report on the future of our centres shows that we continue to be committed to working towards inclusive growth and a recovery for all. The future of our centres is paramount to how we recover from the Covid-19 crisis economically and socially in a truly inclusive way. Centres play a major role in delivery quality of life and therefore the report outlines recommendations for next steps to address the health of our city and local centres for the benefit of all who live in and use them. These include continuing to identify and deliver transformational projects across the city; exploring how we can facilitate flexible workspaces and co-working spaces in areas outside the city centre; work to capitalise on the role of Culture for the future of our centres; continuing to support our local centres as we recognise their importance in providing services, employment and social opportunities to local people; continuing to support businesses across the whole city and also people seeking employment; continuing to encourage collaboration and

experimentation to connect innovation activity; exploring how we can create a long-term, sustainable way of collecting local data and intelligence for each of our centres; and continuing to drive this work forward both externally across the city and internally within the Council.

In relation to consultation, the future of our city and local centres work has been discussed at both the Inclusive Growth Core Delivery Partnership and Inclusive Growth Extended Delivery Partnership between winter 2020 and summer 2021. It has also been presented to Scrutiny Board (Infrastructure, Investment and Inclusive Growth) in July 2021 and a public survey/city conversation was held in February/March 2021 to gather the views of people from across the city. Key stakeholder engagement was also an important part of work the Council did with ARUP during spring 2021, including a dedicated workshop with city partners, and the Council has collaborated with the Ahead Partnership on engagement with young people, which is due to be completed by October 2021. We intend to work closely with ward members going forwards, for example considering a proposal to go to community Committees, and we will also establish a Communications and Engagement Plan to make the most of the opportunity to work with communities to create a new vision for centres and build broad-based coalitions for positive change, including the consideration of undertaking a second public survey/city conversation.

- **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)

COVID-19 has had an unprecedented impact on the economy locally, nationally and internationally. The crisis has shown, however, that our priorities of Inclusive Growth, Health and Wellbeing and tackling the Climate Emergency are the right ones for Leeds and consequently they form the basis for our recovery. This shows that we can continue building on the actions currently being taken to keep delivering on our three pillar priorities, including in relation to our actions and interventions for our city and local centres.

The work in this report will influence the new City Plan that is currently under development and what we can do as a Council already without any additional funding. It will also provide assistance in assessing the identification of impactful and deliverable schemes that are capable of winning investment through the bidding processes of Government funding, including the Levelling Up Fund, Community Renewal Fund, Towns Fund and any announcements which may come in the Government's Budget later this year in relation to the Shared Prosperity Fund. Therefore, rather than completely altering our approach, we should be looking at adapting and accelerating some actions and making sure we have projects ready to go when external funding opportunities arise.

Furthermore, the work outlined in the report will be used alongside that which is being undertaken to produce a new version of the Joint Strategic Assessment (JSA) for Leeds, which will set out the current data on health and inequality. Together, and with other work such as that being completed by Planning colleagues looking at the health of local

centres, the work will be used to assist us in prioritising and identifying the centres which require the most support across the city given limited resources.

As such, it is believed that the work undertaken and outlined in this report (and which will be ongoing) will have a positive impact on equality, diversity, cohesion and integration.

- **Actions**

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

We know that in the longer term we need to continue to focus on building more resilience into our broad-based economy (which clearly includes our city and local centres); protecting our most vulnerable and tackling inequality; improving people's health and wealth; adapting to accelerating trends in work and travel patterns; delivering transformational projects across the city; and leading the way towards becoming a Net Zero City.

The actions and interventions (as outlined in para. 2 of section 4 above) to help our city and local centres become as inclusive as possible are intended to be next steps for the future of our city and local centres. However, we are clear that ensuring as inclusive a future as possible for our city and local centres will require the commitment and actions of all across Leeds, not just the Council. Therefore, we will continue working closely with city partners and stakeholders, externally and internally to the Council, on the progression of the actions and interventions outlined through ongoing consultation and engagement, as well as on our wider economic recovery approach. The latter will, next year, include a refresh of the city's Inclusive Growth Strategy, as well as the establishment of the Social Progress Index as a key measure of inclusive growth in Leeds.

**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
Vanessa Smith	Economic Development Officer	02/09/21
<b>Date screening completed</b>		02/09/21

**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: