

Appendix A

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: Asset Management & Regeneration
Lead person: Adam Brannen / Helen McGrath	Contact number: 0113 37 87711

1. Title: Levelling up Funding (LUF) – Round 2 proposals

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify
Fund bidding opportunity.

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

The screening relates to the work underway to consider potential projects that may form the subject of bids to be submitted to the Government's Levelling Up Fund, Round 2. This was announced in March 2022 and invited competitive bids to be submitted under the themes of regeneration, culture, and transport. The Council has considered opportunities for bid proposals under Round 2 and Executive Board is asked to support the further development of two such projects, with these and other proposals across the city to be considered as bids in a future decision of the Board.

Individual project screenings with consideration of equality, diversity, cohesion and integration will be developed as part of the submission of any business cases to the Fund. They will be provided as part of any future decision making related to the design, specification and delivery of those projects. A further screening will be undertaken in relation to the future decision of the Executive Board to agree which

bids will be submitted.

2. 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).**

The development of proposals that may be decided upon as bids to the LUF has been driven by the specific criteria of the fund. Bids are being invited to address three key themes of transport, regeneration of town centres and cultural/heritage assets, for capital projects that will make the biggest difference to everyday life. The bidding opportunity has been targeted by government at priorities to be defined in each of the city's constituencies – there has been a strong role for constituency MP's, with support of ward members, to determine those priorities based on their local knowledge and detailed understanding of their areas.

Alongside this key advice and local views the key matters to consider in relation to equality and the development of proposals at this stage is whether they offer the optimum benefits for all residents and communities in those constituencies, whilst still meeting the criteria of the fund.

It is considered that at this stage equality, diversity, cohesion and integration has been given due regard as far as possible in relation to the recommendations that are being put forward to Executive Board.

Following the April Executive Board decision there will be opportunities for further consultation and engagement with local communities and stakeholders directly affected by the project proposals.

For those projects identified for further work at this stage the following considerations have been made:

Green, Healthy and Connected proposals (Leeds West)

As a result of the Covid-19 pandemic, the city council utilised the existing platform 'Commonplace' to ask residents across the city to determine their local priorities for greenspace, transport and active travel interventions. Responses in the Leeds West constituency indicated that local residents were dissatisfied with the following:

- Armley Town Street – difficult to cross, more pedestrian space needed, not child friendly, unsafe and speeding cars.
- Key routes – more pedestrian and cycle space needed, feel unsafe cycling due to speeding cars, busy junctions, unsafe for children, more greenery needed.
- Community parks – lack of maintenance, tree planting, more places to sit, feels unsafe.

Also on the back of the unsuccessful Armley High Street Funds bid in 2019, the Council received an 'Unlocking Your Place Potential' visit from the task force team in November 2021 which included the following recommendations:

- Work with a new stakeholder group to tackle the negative perceptions of the town and create a more active dialogue and develop a wider owned vision for Armley.
- Identify what facilities are wanted in the town, new developments and plans for the future to ensure a positive message is maintained.

The Connecting Leeds Transport Strategy has recently been developed, building on the outcomes of the previous transport conversation across the City in 2016 and

continued work undertaken in highways to engage with equality groups in subsequent years. The strategy seeks to have a positive impact on equality groups reducing the barriers often faced by transport, making a positive impact on mobility in the city. This is a strategy enabling all equality groups to participate further in shaping transport in Leeds ensuring everyone has the potential to be positively impacted.

The Parks & Green Spaces Strategy 2020 – 2030 has also recently been published which details the findings of a public consultation into what the people of Leeds think about public parks and green spaces. Over 2,000 people responded and the importance of nature, climate, biodiversity were widely considered as the best things our green spaces have to offer. The health benefits of spending times in green spaces was widely recognised and as a space for children and families. Currently there are issues that the public would like to see addressed including anti-social behaviour, maintenance, visitor facilities and accessibility.

The Leeds Parks & Green Spaces Strategy was launched in February 2022 and will be implemented from 2022 – 2032. The strategy sets out a vision for Leeds City Council's Parks and Countryside Service and includes 8 priorities that have emerged from a combination of public consultation, national and local research and other local plans and strategies, which include Access for All, Child Friendly and Working with Communities.

All this data, strategy development and insight has allowed the Regeneration, Parks and Countryside and Highways and Transportation services to inform future opportunities should funding be forthcoming. The Levelling Up Fund has now presented an opportunity to bring forward these proposals, which are strongly backed by Members and the MP as a priority in this area when considered against other potential interventions that may be considered in scope of the fund both now and in later rounds.

Fearnville Well Being Centre (Leeds East)

Fearnville has had wide ranging local engagement and equality considerations in order to draw up the proposals into a scheme which gained Executive Board support in September 2017. This project was submitted as a bid under Round 1 of the Fund in 2021 but was initially unsuccessful.

Since the Round 1 submission there has been further stakeholder engagement and public consultation including 4 community consultation events in March 2022, an online commonplace engagement for 4 weeks and engagement throughout the statutory planning pre-application process.

The Equality Forum previously raised the need for locations to be accessible by bus and a preference for sites to be located on main arterial roads. The Equality Forum also supported proposals which resulted in Leisure Centres co-locating with health facilities. Respondents from the Learning Disability Partnership also expressed a desire for facilities that better met their needs. In broad terms respondents agreed with the proposal for centres to be located in town and district centres, and next to arterial roads and or schools/health centres.

NHS Leeds has also previously provided written feedback to the Council's draft proposal. Investment in the City's Leisure Centres is broadly welcomed as was the concept of well-being centres. Attention was drawn to the need to focus on the potential health inequality impact of the proposals and to ensure that this is effectively managed.

The Fearnville Well Being Centre has broad stakeholder support, including from the equality groups as noted above.

Other bid proposals

A number of other potential bid proposals are also currently being worked up for other parts of the city and engagement with key stakeholder and equality groups will form part of the subsequent bid development should it be agreed that these bids are taken forward.

- **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 implementation of new and upgraded pedestrian and cycling infrastructure and improvements to greenspace will bring direct benefit to communities in Leeds and work towards the net zero targets for the city.

The Connecting Leeds Transport Strategy has noted that transport has the potential to have a differential impact on all equality groups, with particular regard to the following:

- Gender - There are different transportation needs for all identities, with certain groups more likely at risk of transport disadvantage.
- Disability - Disabled people travel more frequently by bus than others, so public transport plays a vital role in ensuring that they can participate in community life and avoid social exclusion
- Race - Differential access to the transport system and the effect of transport policies, particularly for Black, Asian and Minority Ethnic people are around impacts on access to employment, education and training.
- Age – both younger and older people are both reliant on public transport both sharing concerns over security and reliance on availability of evening and weekend services.

The Leeds Parks & Green Spaces Strategy has a specific priority ensuring that parks and green spaces are accessible for everyone who wants to use them. This is particularly important for older people, people with impairments, and women and girls who feel unsafe in some public spaces.

Improved areas of greenspace associated with the projects will also provide all groups with increased health benefits associated with such spaces.

Approving Fearnville Well Being Centre will also have the potential to bring community groups into increased contact with each other and foster good relations, on the basis of the new building bringing together a range of health and well-being services, and also providing flexible space for community use internally and externally.

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

Subject to a future decision to submit bids, future actions will include:

- Consult site users and stakeholders as the projects become live and move into delivery.
- Develop comprehensive stakeholder lists to ensure consultation is broad and covers all sectors of the community.
- Keep communities consulted and updated on the projects as they are developed.
- Continue to use the Commonplace platform to gather information and feedback which has worked well on previous consultations.
- Allow people to express their opinions and include them in the planning of the projects.
- Ensure the positive aspects of the projects are understood and embraced by local communities, including through communications and social media.

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
Adam Brannen	Head of Regeneration	6 April 2022
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: