

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 the six bids that are to be submitted to the Government's Levelling Up Fund, Round 2 on 6 July 2022. The Round 2 Fund 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 submission of six bids across the city.

Individual project screenings with consideration of equality, diversity, cohesion and integration will be developed as part of the submission of any business cases and individual bid submissions.

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 the outlined 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 there has been further consultation and engagement with MPs, Ward Members local communities and stakeholders directly affected by the project proposals. Specifically:

Fearnville Well-being Centre (East Leeds) – public consultation launched online through commonplace on [24th March] with face-to-face events held from 24th March through to 9th May at a number of local locations, including at the current Fearnville site.

Green, Healthy and Connected (Leeds West) – public consultation launched online through commonplace from 29th April with face-to-face events held on Saturday 21st May and Monday 23rd May at Armley One Stop Centre.

Heart of Holbeck (Leeds Central) – public consultation launched online end of May through commonplace with face-to-face events to be held between 7-10 June 2022.

The Leeds North West and Leeds North East constituency bids have had previous consultations undertaken as part of the project feasibility and development work and it is not intended to do further public consultation until detailed design stages in Autumn 2022.

Limited public engagement has been undertaken so far on the Elmet and Rothwell constituency bid pending further project development. Detailed engagement will also take place following bid submission when undertaking the detailed designs, should the funding be successful.

Across all LUF bids the following considerations have been made at this stage:

- A Stakeholder and Engagement Plan has been developed per bid identifying the key stakeholder and equality groups to engage with, how and when.
- Utilising the existing platform 'Commonplace' to ask local residents across the city to determine their local priorities for levelling up;

- Holding accessible face-to-face events to target those key equality groups who do not have online access;
- Engagement with the Council's Access and Useability Group;
- Through the Council's Transport Strategy, Parks & Green Spaces Strategy and Inclusive Growth Strategy have a positive impact on equality groups who face barriers and enable them to participate further in shaping the proposals.

- **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)

Across all the bids the implementation of new or improved building, highways, infrastructure and greenspace improvements will bring direct benefit to a number of local communities in Leeds and also work towards the Best City ambitions and net zero targets for the city.

There is the potential that the proposed improvements will have a differential impact on some equality groups and across all the protected characteristics, with particular regard to gender, disability, race and age. The key outputs from the proposals will need to be inclusive and accessible for everyone who wants to use them. This is particularly important for older people, people with impairments, and women and girls who currently feel unsafe in some public spaces of the city.

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

These bid proposals will also have the potential to bring community groups into increased contact with each other and foster good relations, on the basis of new or improved assets bringing together a range of community services and providing flexible space for community use.

- **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. Target those harder to reach

and isolated groups too.

- 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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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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	26 May 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:

