

# 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.

<b>Directorate: Development</b>	<b>Service area: Traffic Engineering</b>
<b>Lead person: Thomas Goodwill</b>	<b>Contact number: 0113 535 1973</b>

<b>1. Title: Local Centres Programme – Hastings Parade, Collingham</b>		
Is this a:		
<input type="checkbox"/>	<b>Strategy / Policy</b>	<input checked="" type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>		

<b>2. Please provide a brief description of what you are screening</b>
<p>The screening focuses on a report to the Highways and Transportation Board requesting authority to introduce various highway improvement measures in Bramley, specifically upon Upper Town Street.</p> <p>The scheme proposes to introduce a package of works to increase the vitality and viability of Hatsings Parade in the Collingham local centre which include:</p> <ol style="list-style-type: none"> <li>i. The taking up of the existing paving, cleaning and relaying along all of the shop frontages to provide a level and accessible pedestrian footway;</li> <li>ii. The removal of overgrown bushes adjacent to the parade of shops and the construction of a paved seating area for the general public.</li> <li>iii. Repair and resurfacing of the adjacent car park to provide a suitable parking provision for the parade of shops.</li> </ol>

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### 3. 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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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)

Consultation on the proposals has taken place/will take place with the following stakeholders:

- Local Ward Members and Parish Council
- Local Residents and businesses

The Local Ward Members and Parish Council support 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)

The positive impacts of the scheme are:

- Improvements to pedestrian accessibility to Hastings Parade by providing new paved footpaths and re-laying the existing footpaths, allowing members of the public to walk to the facilities more easily.
- The repair and resurfacing of the carriageway in the car park will make Hastings Parade a more aesthetic place for the local community, which will improve the local economy.
- Improvements to the aesthetics of this area via the reasons mentioned above.

The negative impacts of the scheme are:

- The removal of grass area next to the parade, although this was overgrown, unkept and unsightly.

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

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**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

**7. Publishing**

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	
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If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
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Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	
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