

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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

<b>Directorate:</b>	<b>Service area:</b>
<b>Lead person: Andrew Gledhill</b>	<b>Contact number: 0113 3787678</b>
<b>Date of the equality, diversity, cohesion and integration impact assessment: 06/09/2022</b>	

<b>1. Title: Redevelopment of 6-32 George Street Kirkgate Market</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>

**2. Members of the assessment team:**

<b>Name</b>	<b>Organisation</b>	<b>Role on assessment team For example, service user, manager of service, specialist</b>
Andrew Gledhill	LCC	Member of project team

**3. Summary of strategy, policy, service or function that was assessed:**

The Council has undertaken an OJEU procurement exercise to secure a development partner for the regeneration of George Street by means of the demolition of the existing poor quality vacant retail units and the development of a hotel with ground floor retail/commercial units and a potential option of the inclusion of a Council operated gym facility in the part of the ground floor.

The scheme is intended to regenerate George Street and provide the Kirkgate Market with a new front door and improve connectivity into the market.

The existing retail units were previously occupied by tenants of the Council. However, following negotiations to secure vacant possession between Council officers and the tenants, all of the units are now vacant and the respective tenants have either successfully relocated to alternative units in the market or sought alternative premises elsewhere in the city.

In terms of the wider Kirkgate Market and potential impact upon traders outside of the actual development area, there was early consultation dating back to when the procurement exercise began to secure a development partner. Consultation has continued with the Kirkgate Market Management Board.

**4. Scope of the equality, diversity, cohesion and integration impact assessment**  
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

<b>4a. Strategy, policy or plan</b> (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
<b>Please provide detail:</b>	

**4b. Service, function, event**  
please tick the appropriate box below

The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input checked="" type="checkbox"/>
<p><b>Please provide detail:</b> The Council has undertaken an Official Journal of European Union ( OJEU) procurement exercise to secure a development partner.</p>	

<p><b>5. Fact finding – what do we already know</b> Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>See comments in 3 above.</p>
<p><b>Are there any gaps in equality and diversity information</b> <b>Please provide detail:</b></p> <p>No</p>
<p><b>Action required:</b></p> <p>None</p>

<b>6. Wider involvement – have you involved groups of people who are most likely to</b>
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<b>be affected or interested</b>	
<input checked="" type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>
<b>Please provide detail:</b>	
<b>Consultation via the Kirkgate Market management board</b>	
<b>Action required:</b>	
<b>None</b>	

<b>7. Who may be affected by this activity?</b>		
please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function		
<b>Equality characteristics</b>		
<input type="checkbox"/> <b>Age</b>	<input type="checkbox"/> <b>Carers</b>	<input type="checkbox"/> <b>Disability</b>
<input type="checkbox"/> <b>Gender reassignment</b>	<input type="checkbox"/> <b>Race</b>	<input type="checkbox"/> <b>Religion or Belief</b>
<input type="checkbox"/> <b>Sex (male or female)</b>	<input type="checkbox"/> <b>Sexual orientation</b>	
<input type="checkbox"/> <b>Other</b>		
<b>(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)</b>		
<b>Please specify:</b>		
<b>Stakeholders</b>		
<input checked="" type="checkbox"/> <b>Services users</b>	<input checked="" type="checkbox"/> <b>Employees</b>	<input type="checkbox"/> <b>Trade Unions</b>
<input type="checkbox"/>	<input type="checkbox"/>	

<b>Partners</b>	<b>Members</b>	<input type="checkbox"/> <b>Suppliers</b>
<input type="checkbox"/> <b>Other please specify</b>		
<b>Potential barriers</b>		
<input type="checkbox"/> <b>Built environment</b>	<input type="checkbox"/> <b>Location of premises and services</b>	
<input type="checkbox"/> <b>Information and communication</b>	<input type="checkbox"/> <b>Customer care</b>	
<input type="checkbox"/> <b>Timing</b>	<input type="checkbox"/> <b>Stereotypes and assumptions</b>	
<input type="checkbox"/> <b>Cost</b>	<input type="checkbox"/> <b>Consultation and involvement</b>	
<input type="checkbox"/> <b>Financial exclusion</b>	<input type="checkbox"/> <b>Employment and training</b>	
<input type="checkbox"/> <b>specific barriers to the strategy, policy, services or function</b>		
<b>Please specify</b>		

<b>8. Positive and negative impact</b>
Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers
<b>8a. Positive impact:</b>
The proposed scheme will assist in the regeneration of George Street providing fully accessible new commercial retail units and a hotel with the same full access provision.
<b>Action required: None</b>

None

**8b. Negative impact:**

None considered as all tenants have left the development site which is now fully vacant.

**Action required:**

None

**9. Will this activity promote strong and positive relationships between the groups/communities identified?**

Yes

No

**Please provide detail:**

**Action required:**  
The proposed scheme should generate positive interaction around Kirkgate Market.

**10. Does this activity bring groups/communities into increased contact with each other? (for example, in schools, neighbourhood, workplace)**

Yes

No

**Please provide detail:**

<b>Action required:</b>
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**11. Could this activity be perceived as benefiting one group at the expense of another?** (for example where your activity or decision is aimed at adults could it have an impact on children and young people)

Yes

No

**Please provide detail:**

<b>Action required:</b>
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**12. Equality, diversity, cohesion and integration action plan**

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

<b>Action</b>	<b>Timescale</b>	<b>Measure</b>	<b>Lead person</b>
None			



**13. Governance, ownership and approval**

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job title	Date
<b>Date impact assessment completed</b>		

**14. Monitoring progress for equality, diversity, cohesion and integration actions** (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board  
Please specify which board
- Other (please specify)

**15. 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 impact assessment 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 impact assessments 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 assessment 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: