

# 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:</b> City Development	<b>Service area:</b> Policy and Plans
<b>Lead person:</b> Nasreen Yunis	<b>Contact number:</b> 0113 3787640

## 1. Title: Initial public consultation on the proposed scope of Leeds Local Plan 2040 (LLP 2040)

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

This Equality, Diversity, Cohesion and Integration Screening relates to the next Local Plan Update known as 'Leeds Local Plan 2040' (LLP 2040). This is a separate document to Local Plan Update and considers different policy areas. The Plan is at an early scoping stage. A number of topic areas are suggested for the Plan as part of the scope. At this early stage the purpose of the report is to seek approval to commence consultation based on a consultation document. This consultation is a legal process that has to happen at the start of a plan making process. The purpose of this consultation is to seek comments on the scope in order to inform policy formulation at the next and later stages of the development of the Local Plan, that will be subject to further consultation.

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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)

At the current point in time, based on the potential scope suggested within the consultation material, it is proposed that the overarching ambition for Leeds Local Plan 2040 (LLP2040) is for it to be a plan that;

- reflects the character, needs and requirements of the diverse places within the District;
- is based on the most up-to-date evidence of a wide range of needs;
- enables the right amount of development, of the right type and quality, to come forward in the right places;
- streamlines and simplifies the Local Plan for Leeds, making it easier to use and understand; and and
- is consistent with the National Planning Policy Framework and National Planning Practice Guidance.

The Plan will be developed through engagement with local communities, investors and the development industry also with groups with an interest in Leeds, as part of this process equality has been and will be an integral thread of policy formulation. The section below sets out the broad areas which are being considered as part of the scope. As the Local Plan process progresses and the detail of the scope is developed equality considerations will be considered at each stage to ensure that positive policies are developed.

- **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 Development Plan is at an early stage of scoping and at this stage there are a number of topic areas which form part of that scope however no detail has been decided upon.

In total, seven broad policy areas have been proposed for inclusion in the scope of Leeds Local Plan 2040. These are briefly summarised below and at this stage there is no actual detail of policies as these have not been formulated, once that detail develops the direct impact on protected characteristics will be considered throughout the process.

- **Spatial Strategy:** It is important to manage how growth and development will be directed across Leeds over the next plan period long term. This will need to consider the existing pattern of development and the implications that past patterns of development have for future needs, the opportunities for growth provided by previously developed land and higher densities, infrastructure, transport hubs and the ambition to maximise and create more 20 minute neighbourhoods in the District. The aim of this is to create liveable places that meet net zero carbon, health and well-being and inclusive growth ambitions. The update will also clarify the constraints to development in the District such as flooding, types of agricultural land, and green and natural spaces. At this early stage equality has been considered and will be integral to policy formulation. The direct benefit of these policies is that good quality environments impact in a positive way and benefit all the protected characteristics. When developing detailed proposals for example for guiding development following the concept of living locally/20 minute neighbourhoods it is vital that accessibility for all users is ensured. This is consistent with all other forms of development and transport planning.
- **Housing:** There will be a need for new housing over the plan period, and as part of that the Plan will consider including overall requirements, the mix and type of housing, specialist housing needs (including self-build, older persons accommodation, student accommodation (including affordable student housing), co-living, Homes in Multiple Occupation (HMOs), accessible housing for people with disabilities), the needs for affordable housing (and provision for First Homes – the Government’s affordable owner occupation model) and the need for sites/plots for Gypsy and Travellers and travelling show-persons. Requirements for overall housing will be based on the Government’s methodology. This would necessitate land allocations for new sites over a new plan period. Considering sustainable ways to accommodate housing across Leeds so that all communities can benefit, will focus on making best use of brownfield land, but which could require the release of Green Belt land and extensions to existing settlements. In terms of equality the Plan seeks to address diversity of housing needs. The need for

specialist housing this will provide a better understanding of these needs and allows an opportunity to be more specific in addressing that need in terms of the protected characteristics. Specialist housing needs in particular can impact those on lower incomes, younger people, disabled people as well as ethnic groups such as gypsy and travellers. In addition affordable housing policy can impact again those on lower incomes, younger people, women and the wider community.

- **Economic development:** Leeds is a diverse and fast-growing economic hub for the City Region and the North of England with a need to support inward investment and growth. The amount and type of land needed for employment development, the safeguarding of existing employment sites and the approach to tourism / tourism accommodation will be covered. The plan will gather evidence on the needs of different sectors that are important in the District, their locational preferences and the role of existing industrial areas across Leeds and how they may change in the future. In terms of equality considerations the location and types of employment to include different sectors as well as accessibility are key considerations. Whilst at this early scoping stage there are no detail, the impact on protected characteristics has been considered. Economic development in particular job opportunities affect all protected characteristics but in particular those on lower incomes, younger people, disabled people and women. As detail emerges it is important to take a holistic approach to emerging policies in particular in terms of transport and accessibility.
- **Role of centres:** Leeds has over 60 town and local centres which serve as service hubs for local communities and have been affected by the role / function of our centres in light of the pandemic and continued changes in shopping habits. Areas which are considered in the scope include changes in planning law, policy and guidance, the modern role of local and town centres, developing the city centre mixed use allocations and the boundary of Leeds City Centre. Our local centres in particular play an important role to our local communities particularly for the protected characteristics of age, disability, pregnancy and maternity, those on lower incomes and who do not access to a car. As the way we work has changed with more people working from home then reliance on local facilities becomes more important.
- **Minerals and Waste:** The development industry needs sand and gravel and crushed rock and Leeds has provisions of these minerals within its boundary. Both commercial and residential activities generate waste which must be handled. The plan will examine the need for minerals extraction in Leeds over the plan period, the sufficiency of existing sites to meet these needs and the provisions made for the transport of minerals, particularly the role of wharves and the canal, along with forecasts of waste arising over the plan period and the ability of existing sites to accommodate this (including specific needs for green waste, glass recycling and food waste). All protected characteristics are likely to be impacted in a positive way as the provision of mineral and for waste will benefit all in a positive way. Again as detail emerges the impact on individual protected characteristics will be considered.
- **Transport and accessibility:** The Local Plan works together with the Connecting

Leeds Strategy to ensure that development is supported by public transport infrastructure and Leeds can be a city where car reliance can be reduced. Following on from the proposed 20 Minute Neighbourhood policy in Local Plan Update 1, there is potential to review accessibility standards and parking standards, update transport infrastructure priorities and consider how planning policy can support local transport hubs. There is also potential for policy safeguarding mass transit routes or and addressing reviewing the policy on growth at Leeds Bradford Airport (subject to clarity in national aviation guidance). Improving accessibility has positive direct benefits for all in terms of opportunity but in particular for those on lower incomes who are more reliant on public transport, women in terms of safety, disabled and younger people. Transport infrastructure provides more opportunity for quality of life and opportunity for all. Existing policies and legislation will apply and ensure that the particular access requirements of some of those with protected characteristics including those with disabilities or older persons are addressed.

- Other topic areas- Development Management Policies are policies which provide guidance in the the determination of planning applications and as such can provide a positive contribution to the quality of developments. A range of other policies / topics are being considered for potential inclusion in LLP2040 that set local standards and criteria against which planning applications can be assessed. This includes topics such as heritage and conservation, landscape, rural development (including detailed policies for development in the Green Belt), community facilities, contaminated land and hazardous substances, open land and green corridors in urban areas. This may include updating existing policies which may be out of date due to changes in national legislation but also there might be a potential need for new policies addressing topics not currently covered by the Local Plan. Until the scope of the Plan is decided upon after public consultation it is difficult to assess the impact of policies. However from this early stage equality considerations are key, for example conservation or landscape policia t es can provide a positive impact for all, and contaminated land can improve the quality of life for all.

- **Actions**

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

It is proposed that this first stage of consultation will run for a six week period, between 10th February and 24th March 2023. The proposed process for the Local Plan is;

(1)Scoping – the current stage where views are sought about what the plan will address and what it should aim to achieve

(2)Issues and Options – Consider of comments made alongside evidence that is developed, to identify the issues that the Plan needs to address and what the options for doing this are.

(3)Publication – Taking into account comments, draft detailed policies are set out which specify what will be expected from developments.

(4)Submission - Where it is ensured that the final draft policies are considered sound and legal before submitting the Plan to the Secretary of State for independent examination by a planning inspector

(5)Adoption – Where, following independent examination (and any proposed modifications), the Council receives an Inspectors Report and can formally adopt the policies as part of the statutory Local Plan.

The Plan is at stage 1 scoping and at this stage there is no detail or policies, this will follow after the first round of public consultation. It is not the intention at this stage to present detailed policies or reach conclusions about the course of these policy areas. This first consultation stage is being used to explain the proposed scope of the document and seek views on the direction of travel and to get people's ideas and thoughts. The consultation will provide an opportunity for comments to be made relating to this proposed scope, and for suggestions to be made of any other policy areas that are not currently set out.

The proposed consultation activities in line with the adopted Statement of Community Involvement, will comprise of the following:

- Website with all documents available
- E-mail notifications to the same list of people and organisations used for the Regulation 18 consultation plus any additional respondents.
- Press release
- Social media campaign
- Drop-in sessions
- Summary videos of each topic area on the Councils website.

Further consultation will be held at future key stages of the Local Plan Update process, and this will also include Examination by an independent Inspector. The policies have also been the subject of a Sustainability Appraisal which assessed the potential environmental, economic and social impact of the policies .

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Martin Elliot	Head of Strategic Planning, City Development	25/1/23

**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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