

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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

| | |
|--------------------------------------|--------------------------------------|
| Directorate: City Development | Service area: Regeneration |
| Lead person: Liam Riley | Contact number: 0113 378 4156 |

1. Title: Morley Town Deal – Heritage Investment Fund

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Leeds City Council has secured £24.3m for Morley under the Towns Fund to support regeneration, heritage investment and inclusive economic growth.

This screening addresses the Heritage Investment Fund project. The project is a £1.7m fund, out of which the Council will offer grants to owners of eligible heritage properties in Morley Town Centre to contribute towards conservation works to those properties.

Additionally to the shopfront grant element of the fund there are monies also earmarked for a 'flexible fund' – to target a one-off, larger and more bespoke heritage intervention within Morley.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users,

employees or the wider community – city wide or more local. These will also have a greater or 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 Town Investment Plan, of which the Heritage Investment Fund is a part, was developed with input from the Morley Town Deal Board, who work within an agreed appraisal framework with EDCI considerations embedded.

Consultation and engagement has taken place with a wide range of stakeholders, shop

owners, residents, businesses, faith groups and community and voluntary sectors.

The project team has developed a project Communication Plan which will ensure all EDCI considerations are taken into account to engage with a wide and diverse a range of people, groups and communities in Morley.

An Inclusive Design Panel is being created with diverse representation from members of the public. The panel will be consulted as appropriate for the 'flexible fund' element of the project once a target for this fund is identified, and design input is relevant.

The Town Deal programme team has been working with Ahead Partnership to provide local schoolchildren opportunities and experience through the Morley Town Deal projects. Planning is in place so that once the Heritage Investment Fund is within the delivery phase of refurbishment schemes more opportunities will be offered.

A Morley Shopfront Design and Maintenance Guide has been created by consultants commissioned through the project. The guide outlines the different stages required to successfully renovate buildings with heritage detail and provides step-by-step instructions on the planning process and requirements for traditional shopfront designs. Following consultation with the Council's Access Officer further edits are being made to make accessibility a more prominent feature of the document, with clear reference to relevant policies. An accessible version of the document will also be created, with compatibility for screen-readers.

- **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)

- Gender - There are different needs for all identities.
- Disability - Disabled people will need to be access the shops/businesses, which currently have stepped access, and so the project will need to ensure they can participate in community life and avoid social exclusion. The Council's Access Officer has been consulted for the project's design guide.
- Race - Differential access particularly for Black, Asian and Minority Ethnic people are around impacts on access to employment, education and training.
- Age – There are different needs for all ages. Both younger and older people are both reliant on the shops and businesses in Morley but at different parts of the day/week when they are likely to use that service.

There are currently communities who may be subject to social exclusion due to the higher incidences of:

- Unemployment
- Financial Hardship
- Youth or old age
- Ill health
- Poor educational skills or attainment

The Morley TIP has the potential to work with communities on all of these aspects.

- **Actions**

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

- Consult shopfront owners 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 commonplace platform to gather information, 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.
- Accessibility to be a prominent feature of the Morley Shopfront Design and Maintenance Guide, with clear reference to relevant policies. An accessible version of the document will also be created, with compatibility for screen-readers.
- Inclusive Design Panel to be included on 'flexible fund' element of the project as appropriate.
- Ahead Partnership to be involved during delivery phase of project to provide local schoolchildren opportunities and experience.

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 |
|---------------|------------------------|------------|
| Helen McGrath | Senior Project Manager | 23/10/2023 |

| | |
|---------------------------------|--|
| 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: |