

# 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: City Development</b>	<b>Service area: Sport</b>
<b>Lead person: David O’Loan</b>	<b>Contact number: 22 43179</b>

## 1. Title: Leeds Lets Get Active 2013-15

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify;

**Pilot project to increase healthy activity, particularly among more deprived groups, working with Sport England, Leeds Public Health, NHS and Leeds Met University.**

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

**Leeds Lets Get Active (LLGA) will run from September 2013 till March 2015 and should have three key strands to helping people get more active. The target audiences for each strand are outlined below:**

***Strand 1 and 2: Free gym and swim offer in leisure centres and free multisport community offer:***

**This strand will target inactive people in Leeds (those doing less than 1 X 30 minutes of physical activity per week) with a focus on those living in the most deprived areas of the city. Primarily this strand of the project is seeking to breakdown the barrier that cost has to participation.**

**Strand 3: Bodyline Access Scheme:**

This strand will target those who could benefit from 'being more active' for example, those at risk of CVD or diabetes, those with low mood and those who are overweight. This audience will not be achieving 1 X 30 minutes of physical activity per week and they will not have pre-existing or long term conditions. This audience will be offered the opportunity through their GP and / or other referring agencies to take up a discounted Bodyline membership card.

**7. 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).

**The city priority plan 2011 - 2015 has five key themes all developed out of the Vision for Leeds 2030. By providing free and discounted sporting activities for the people of Leeds LLGA has synergy with a number of the four year priorities:**

- **Make sure people who are poorest improve their health the fastest – by focusing the greatest amount of free activity time in the deprived areas of the city LLGA will contribute to reducing health inequalities.**
- **Get more people involved in the cities cultural opportunities – by offering free provision more people should be able to access the sports and leisure provision they previously were unable to.**

<b>Questions</b>	<b>Yes</b>	<b>No</b>
Is there an existing or likely differential impact for the different equality characteristics?	<b>Yes (positive)</b>	
Have there been or likely to be any public concerns about the policy or proposal?		<b>No</b>
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	<b>Yes (positive)</b>	
Could the proposal affect our workforce or employment practices?	<b>Yes</b>	
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>	<b>Yes Yes</b>	<b>No</b>

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)

**Our analysis of activity levels in Leeds up to 2011, using the Active People Survey, showed that despite far better activity levels by BME and Female groups than the English average, they still are 3.9% and 3.7% less active than the Leeds average. However the biggest activity gaps remain lower income groups (10.7% worse than average) and disabled groups (18.7% worse).**

Table 1 : Percentage doing **no** sessions of 30 minutes exercise each week

Adults	All Leeds	All England	Leeds females	English females	Leeds Non white	England Non white
2005/06	49.9%	50.0%	56.9%	54.6%	58.8%	54.3%
2009/11	44.9%	48.2%	48.6%	54.0%	48.8%	51.8%
Improvement	+5.0%	+1.8%	+8.3%	+0.6%	+10.0%	+2.5%

Adults	Leeds Disability	England Disability	Leeds age 35-54	Leeds age 55+	Leeds NS SEC 1-2	Leeds NS SEC 5-8
2005/06	72.2%	75.7%	46.1%	72.4%	37.7%	60.5%
2009/11	63.6%	73.0%	39.2%	67.1%	36.8%	55.6%
Improvement	+8.6%	+2.7%	+6.9%	+5.3%	+0.9%	+4.9%

Source: Active People Survey. Year 2005/06 (APS1), 2009/11 (APS4/5)

1. **A key aim of this programme is to address inequalities in physical activity participation, and we will be able to use profiling, building on what we know above, to identify people who are more likely to be physically inactive and thus more at risk of developing health conditions in future.**
2. **This profiling also identifies how targets like to receive and source their information and assists in informing the marketing channels to be employed and the type of message that needs to be conveyed.**
3. **We will work closely with Leeds City Councils / Public Health Information**

**Knowledge Management teams, as well as Experian, in coordinating this work.**

**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)

1. **The whole purpose is to help MORE those who are already less active than average. These people, based on current activity and deprivation mapping, also tend to be most concentrated in more deprived communities.**
2. **One of the most frequently reported result of increasing exercise is an improvement in individual's mental wellbeing and social interaction. This was particularly reported by the similar 'Be Active' scheme in Birmingham.**
3. **There will be a free offer each day at every council leisure centre in the city, including more prosperous areas. This should help reduce the risk of a perception that one group is benefiting at the expense of another.**
4. **There is a risk that the regular users at these times may be displaced – however, they are also eligible for the free use, and the times of the sessions have been varied to allow for people to choose the most suitable times for their activity.**

• **Actions**

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

1. **The pilot project is designed to provide MORE assistance to get active in more deprived communities.**
2. **The free swim and gym offer will be doubled at Armley, Fearnville and the John Charles Centre for Sport – all measured as having the most deprived catchment areas among the council's leisure centres.**
3. **The community offer and the pathways to the Bodyline offer will be focused on areas and individuals where the health need is highest.**
4. **The free offer will be available to the whole population and across the whole council leisure centre portfolio.**
5. **Consider whether some free sessions should be female only.**
6. **Consider how access to free sessions is extended to disabled groups as far as possible and practical.**

**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:	N/A
Date to complete your impact assessment	N/A
Lead person for your impact assessment (Include name and job title)	N/A

**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>
Mark Allman	Head of Sport & Active Lifestyles	7th February 2013

**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** screenings 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>	7th February 2013
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	7th February 2013