

# 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: Environment and Housing</b>	<b>Service area: Parks and Countryside</b>
<b>Lead person: Tony Stringwell</b>	<b>Contact number: 0113 3957400</b>

**1. Title:** The re-provision of the horticultural nursery from Red Hall to Whinmoor Grange

Is this a:

**Strategy /Policy**

**Service / Function**

**Other**

**If other, please specify**

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

In order to realise the development potential of council owned land at Red Hall, it is necessary for the Parks and Countryside Service to vacate the site. An Informal Planning Statement produced for the council owned site at Whinmoor Grange identified potential locations for key operational functions to relocate from Red Hall to Whinmoor Grange, including the horticultural nursery the depot and office facilities.

The role of the nursery within the Parks and Countryside service is broad and can be summarised into three principal areas:

- The production of plants, shrubs and edible produce from seed along with associated income generating activities;
- Community engagement;
- Centre for horticultural excellence and training.

Numerous advantages can be identified in support of developing replacement horticultural nursery facilities at Whinmoor Grange. Most notable of which, are the positive outcomes associated with maintaining a horticultural hub within Leeds at the heart of the East Leeds Extension. Developing a horticultural nursery in this location presents opportunities to support the long term provision of a Parks and Countryside apprenticeship programme and also further develop the extensive programme of community engagement opportunities provided by the nursery.

A review of the business case associated with the re-provision of an in house horticultural nursery has been undertaken. The outcome of this process, when considered in conjunction with the significant beneficial outcomes attributable to the nursery, would support an investment case for the re-provision of a horticultural nursery to Whinmoor Grange.

In order to realise this aspiration, it is proposed that a design for a new horticultural nursery at Whinmoor Grange be commissioned to RIBA D and that a detailed report be brought back to Executive Board in the form of a design a cost report upon the completion of this process.

The decision to commence with the design of a new in house horticultural nursery at Whinmoor Grange is being screened for EDCI impacts.

### 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?		No
Have there been or likely to be any public concerns about the policy or proposal?		No
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	Yes	
Could the proposal affect our workforce or employment practices?	Yes	
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> <li>Eliminating unlawful discrimination, victimisation and</li> </ul>	Yes	

harassment <ul style="list-style-type: none"> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>		
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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 relocation of the horticultural nursery from Red Hall to Whinmoor Grange will have an impact on those staff presently based at this site.

Should the project proceed to delivery then a separate employment equality impact assessment will be completed- staff could change or issues develop or be resolved.

- **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)

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

Based on the above it is felt that the delivery of those improvements included within the scope of this project will have a positive effect in the following areas.

##### Built Environment

- Improved signage and interpretation to provide different levels of information about access and features;
- The installation of improved visitor entrance.
- DDA accessibility

**Information and Communication**

- Educational visits – teacher pack- teacher guided tours, education rooms;
- More school holiday activities;
- Improved interpretation.

**Customer Care and Staff/Volunteer Training**

- All staff to be trained in hosting activities and events.

**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
Sean Flesher	Chief Parks and Countryside Officer	31/07/13

**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.

Please send a copy to the Equality Team for publishing

<b>Date screening completed</b>	31/07/2013
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<b>If relates to a Key Decision send to Corporate Governance</b>	
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<b>Any other decision please send to Equality Team (equalityteam@leeds.gov.uk)</b>	
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