

# 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: Review of Parks Outdoor Bowling Provision in Leeds

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 is the major provider of outdoor bowling facilities in Leeds, and the Parks and Countryside service currently manage 50 active crown green bowling sites that incorporate 71 greens with accompanying ancillary facilities. There are approximately 2,500 bowling club members in Leeds, which on average represents a ratio of 35 bowlers to every green. The Parks and Countryside service also conduct all the horticultural maintenance work on these facilities.

A consultation process was undertaken following which it was evident that there was a need to develop on alternative approach than that originally proposed in the consultation document. During the course of the initial consultation period, bowling clubs identified officials from Leeds based bowling associations to represent them in discussions with Leeds City Council. Consequently, a working group was established between officers from the Parks and Countryside service and a collective of representatives from the bowling associations who had a mandate to represent

clubs. The group has met on several occasions and the outcome has been the development of a joint proposal that is supported by the Leeds bowling associations.

The recommendation to Executive Board is that they approve the following:

- The introduction of a charge which would mean an income recovery level £62k in 2014/15 rising to £78k in 2017/18. Based on current membership levels this would represent a season ticket cost of £25 in 2014/15 rising to £31.50 in 2017/18.
- The closure of 6 bowling greens, saving £16k per annum.
- That bowling clubs meet the costs associated with their own direct use of gas and electricity saving £30k per annum.

This screening concerns any equality, diversity, cohesion and integration issues that may arise from this recommendation.

### 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?		✓
Have there been or likely to be any public concerns about the policy or proposal?	✓	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	✓	
Could the proposal affect our workforce or employment practices?		✓
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>		✓

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?**

During the course of the initial consultation period, bowling clubs voted for officials from Leeds based bowling associations to represent them in discussions with Leeds City Council. Consequently, a working group was established between officers from the Parks and Countryside service and a collective of representatives from the bowling associations who had a mandate to represent clubs. The group has met on several occasions and the outcome has been the development of a joint proposal that is supported by the Leeds bowling associations.

- **Key findings**

The consultation process has provided a substantial amount of qualitative feedback, and the following bullet points summarises the general feeling of those consulted:

- There was a consensus view from consultation that the existing management arrangements were dated.
- Bowling clubs do not have the capacity within their membership to undertake bowling green maintenance.
- Equally when alternative maintenance options were explored, such as utilising a private contractor, clubs were reluctant to undertake a pro active role in this process.
- There was an acknowledgement that some green rationalisation was necessary but also, that due regard be given to the demand for winter bowling and the capacity for future growth in participation.
- That clubs should have a direct relationship with the council, but that there should be a continued role for the associations in the governance of the sport;
- Clubs were not supportive of the principle of a merger and cited access arrangements as a barrier to this proposal.
- The consultation process highlighted that there was broad support for a marginal increase in the cost of accessing bowling facilities.

- **Actions**

In response to the consultation feedback, and as an outcome of discussion from this group, alternative proposals have been put forward as follows:

- A budget saving on the provision of a service for crown green bowling will be delivered through a combination of utility cost savings, limited green closures and through additional income generation.
- Leeds City Council will continue to maintain the remaining greens in line with current

arrangements which will enable year round access to facilities in the city.

- To ease the transition for Leeds based bowlers, the council will support a phased approach to income generation with incremental increases in the income target over a 4 year period.
- Over the next 4 years, each agreed income projection will be apportioned on a city wide per bowler basis by dividing the income position by the total bowling membership on Leeds City Council sites in the previous year. This will effectively create a crown green bowling season ticket for Leeds.
- The fee paid by each bowler will represent a year long license to bowl on any Leeds City Council summer or winter green, running from April 1<sup>st</sup> to March 31<sup>st</sup>.
- Income will be collected by the council on a per club basis. The bill for each club will be derived by multiplying the number of bowling members at that site by the city wide season ticket value.
- Payment can be made to Leeds City Council by clubs in 4 instalments.
- A bowls governance group will be established. This group will meet annually and will set and recommend the season ticket cost for each forthcoming year.

**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
Mike Kinnaird	Development Manager	29 <sup>th</sup> August 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** 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>	29 <sup>th</sup> August 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>	