

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.

Directorate: Environment and Housing	Service area: Parks and Countryside
Lead person: Tony Stringwell	Contact number: 0113 3957400

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

A report has been drafted for Executive Board regarding the future provision of Outdoor Bowling Facilities, and this includes the following recommendations;

- 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.

A screening was undertaken for any equality, diversity, cohesion and integration issues that may arise from the decision to implement these recommendations. Within this screen it was identified that 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.

During the process of consulting with Leeds bowling associations on the detail of the report to Executive Board, a request was submitted by representatives of bowling associations and clubs that approval be given to the implementation of a concession of 50% for those aged 18 and under.

This screening relates to this specific additional issue and its purpose is to determine if there are any equality, diversity, cohesion and integration issues that may arise from the implementation of a junior concession.

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"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 		✓

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?**

As highlighted above, the proposals put forward for approval to Executive Board were established in partnership with representatives of the Leeds Bowling Community. The request for a concession for bowlers aged 18 and under has been made by the bowls associations who are acting on behalf of clubs.

- **Key findings**

It is anticipated that 97% of bowlers are presently aged 19 or over. In order to be sustainable long term, it is necessary to grow participation generally and amongst younger people specifically.

- **Actions**

The implementation of the junior concessions was suggested by representatives of clubs as means to encourage growth in participation and then develop the sport in the longer term.

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	24 th September 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. For record keeping purposes it will be kept on file (but not published).

Date screening completed	24 th September 2013
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	