

# 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: Culture and Sport</b>
<b>Lead person: Lee Arnell</b>	<b>Contact number: 0113 2475408</b>

## 1. Title:

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

**A decision to progress plans to be a host city for the Rugby World Cup.**

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

The screening considers the recommendations to Executive Board on the city's hosting of the 2015 Rugby World Cup. The recommendations being:

- i) Note that Leeds has been successful in becoming a host city for the Rugby World Cup 2015, the potential benefits hosting the tournament will bring to the city and the requirements of the Council as a host local authority.
- ii) Agree that the Chief Culture and Sport Officer develops delivery plans for the city's hosting of the Rugby World Cup 2015 and submit proposals, with the concurrence of the Executive Member for Leisure and Skills, to England Rugby 2015.

This is on the basis that plans will be based on objectives that seek to:

- Strengthen existing partnerships and build upon the city’s hosting of the Tour De France Grand Depart.
- Maximise the economic impacts for the city and businesses.
- Encourage people of all ages, levels of ability and backgrounds to participate in sport and healthy activity, especially Rugby Union.
- Provide a world class welcome for visitors and teams to RWC2015 activities and games.
- Deliver a high quality and inclusive programme of associated events that celebrates the diversity of Leeds, its cultural offer and child friendly status.
- Exploit opportunities to develop the city’s child friendly ambitions.

### 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?		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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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)

In drawing up recommendations, consideration was given to whether the actions could have impacts for equality, diversity, cohesion and integration. Although there are no firm detailed proposals in the report, consideration was given to how the stated objectives for plans that could reflect aspirations to eliminate barriers and promote inclusion. This included engagement with the equality rep for Sport and Active Lifestyles.

- **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)

Hosting the RWC will see the council facilitate the delivery of a participation plan, and wrap around cultural activities.

There are opportunities to encourage people of all backgrounds to participate in sporting activity and use the city's hosting to celebrate the diversity of the city to wider audience. There are also opportunities by encouraging participation in healthy activity to tackle health inequalities across all wards.

There is an opportunity to deliver activities and programmes through the city's hosting of the tournament that encourage more people to participate in disability sport and, in particular, disability rugby. There will be a focussed effort on inclusion and increasing participation numbers in this area when developing the programme of activities. Likewise, the opportunity of hosting activities can encourage more women to become engaged in the sport, whether through volunteering or other activities.

As a consequence, the proposed objectives that are proposed to form the basis of the delivery plans that will be developed make specific reference to diversity considerations. This includes 'encouraging people of all ages, levels of ability and backgrounds to participate in sport and healthy activity, especially Rugby Union' and to deliver 'a high

quality and inclusive programme of associated events that celebrates the diversity of Leeds, its cultural offer and child friendly status.'

- **Actions**

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

Due to the nature of this event, It is proposed that the delivery plans, which will include more specific details of the programme of activities, will be subject to a full Equality and Diversity, Cohesion and Integration assessment and there will be consultation with the Equality Hubs as plans are developed to ensure that the city's plans take into account a wide range of equality considerations and views. This will ensure that the more detailed plans include a closer consideration of specific equality considerations for those matters

**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
Mark Allman	Head of Sport and Active Lifestyles	28/01/2014

**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>	27/01/2014
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>	