

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.

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| Directorate: Environment and Housing | Service area: Parks and Countryside |
| Lead person: Simon Frosdick | Contact number: 3957445 |

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| <p>1. Title: Non-urgent Tree Works</p> <p>Is this a:</p> <p> <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other </p> <p>If other, please specify</p> |
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| <p>2. Please provide a brief description of what you are screening</p> <p>There is a proposal to set aside £160k from the Housing Revenue Account to address elected member concerns relating to non-urgent works required to trees within housing areas. The funding will be used to establish a team of staff to address non-urgent tree works mainly in tenant gardens.</p> <p>This will address issues affecting health, wellbeing and quality of life for the residents where the works would not meet the normal priority assessment process under the tree risk management approach.</p> |
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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">• Eliminating unlawful discrimination, victimisation and harassment• Advancing equality of opportunity• Fostering good relations | | 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)

We have established that there are almost 3500 outstanding requests for non-urgent works held by the Forestry section of Parks and Countryside. Currently these would not be addressed creating a cause for concern to residents who may well contact elected members who in turn would make representation on behalf of constituents. No equality data relating to enquiries is currently captured as part of corporate reporting procedures.

The Tree Risk policy assigns actions based on the risk of the tree's failure (partial or whole) to decide on the required actions and timescales. Equality factors would have no influence on current response.

The proposal is to undertake works to address access to light where this is a health and wellbeing concern and to improve TV and satellite reception where no engineered solution is suitable.

• **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)

The criterion to select works set out above provides a clear basis for selecting tasks to be completed. These will address health and wellbeing and quality of life concerns for relevant residents. The funds available will not allow the service to remove entirely the existing backlog of requests however in many cases these would not be acceptable for tree cultivation reasons under any circumstances.

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

The service will seek to encourage more active citizen engagement by encouraging tenants to take more responsibility for tree management as appropriate.

5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.

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| 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 |
|------|-----------|------|
| | | |

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).

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| Date screening completed | |
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| 10/03/2014 |
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| If relates to a Key Decision - date sent to Corporate Governance | |
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| Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk) | |
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