

Equality, Diversity, Cohesion and Integration Impact Assessment



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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: City Development	Service area: Asset Management
Lead person: Stacey Walton	Contact number: 0113 2243406
Date of the equality, diversity, cohesion and integration impact assessment: 16 January 2014	

1. Title: West Park Centre Users Update – March 2014
Is this a:
<input type="checkbox"/> Strategy /Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other
If other, please specify
This is an update on the current location of former West Park Centre users and their specific requirements to continue with their service delivery following the Executive Board decision to permanently close the centre in July 2013 following a period of temporary closure due to health and safety concerns.

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Stacey Walton	LCC, City Development, Asset Management	Project Assistant
Neil Charlesworth	LCC, City Development, Asset Management	Project Manager
Adrian Dean	LCC, City Development, Asset Management	Equality Representative
Manjit McKenzie	LCC, City	Equality Manager

	Development, Resource & Strategy	
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<p>3. Summary of strategy, policy, service or function that was assessed:</p> <p>In November 2012 the West Park Centre was temporarily closed due to health and safety reasons resulting in users having to relocate to alternative accommodation throughout the city to continue their service delivery.</p> <p>The council and its officers were conscious of the negative consequences the closure caused to users by them relocating and the impact of these relocations has been regularly monitored. Updates were presented to Executive Board in February 2013 and July 2013.</p> <p>In July 2013 Executive Board took the decision to permanently close the centre and it was requested that the former users be contacted again and assisted, where required, to find suitable medium to long term accommodation. This report fulfils the Executive Board's request and addresses some of the issues raised by users.</p>

<p>4. Scope of the equality, diversity, cohesion and integration impact assessment (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)</p>
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<p>4a. Strategy, policy or plan (please tick the appropriate box below)</p>	
The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
<p>Please provide detail:</p>	

<p>4b. Service, function, event please tick the appropriate box below</p>	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>

Procuring of a service (by contract or grant) (please see equality assurance in procurement)	<input type="checkbox"/>
Please provide detail:	

5. Fact finding – what do we already know
 Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.
 (priority should be given to equality, diversity, cohesion and integration related information)

A consultation exercise was undertaken with the West Park Centre users and wider local community which began in October 2011. Consultation was undertaken in the form of open engagement sessions, one to one sessions and questionnaires. This exercise established that the local community valued the West Park Centre in terms of the services but rarely used the facility.

Users such as the Yorkshire Association for Music and Special Educational Needs (YAMSEN) which is an organisation who specialise in the enhancement of the lives of children and adults with special needs and disability through musical activities have built up a strong voluntary workforce and a large number of their customers are from the local area. YAMSEN users can be from any part of the city but the nature of its location has meant a number are from the West Leeds area.

The Leeds Reformed Baptist Church used the centre as their main place of worship. Their congregation was at greater numbers than their own premises could accommodate therefore their regular Sunday service was held in the large hall at the centre.

Following the closure of the West Park Centre in November 2012 a number of reports were presented to Executive Board (February and July 2013) recommending various options for the future of the centre. Consideration of the impact on the various former users was discussed through each of the Equality, Diversity, Cohesion and Integration reports accompanying the Executive Board Papers and were used as part of the decision making process.

Key findings and considerations were that the majority of former users managed to find alternative accommodation which in some cases were not ideal but accepted that it would take a period of adjustment and some changes to service delivery. In a one case a former user used the opportunity to buy their own premises and expand their business however it is acknowledged that this is an exception as many of the groups experienced a negative impact to their service delivery.

Religion & Belief

The Leeds Reformed Baptist Church used the West Park Centre for their regular Sunday service as they had a large congregation that exceeded the capacity of their own premises at 20 Cottage Road Headingley. As a consequence of the close of the centre they now hold their service at St Margret's Church Hall, Horsforth on a Sunday morning and their own premises on a Sunday evening.

Disability

YAMSEN

YAMSEN has experienced the most negative impact as they required a large amount of storage space, specially adapted toilet facilities and a large hall and to undertake their activities as some of their customers are wheelchair bound and the sheer number of customers using their service are vast. They also used a number of classrooms at the centre to give small music sessions and craft sessions to customer who did not wish to interact with the main group. YAMSEN also hosted large events, at least a couple of times a year, in which 300+ disabled and special need people attended along with their careers.

As a consequence of the closure they relocated to the West Park United Reformed Church (which is opposite the West Park Centre) to undertake their regular Friday morning sessions and the City of Leeds School to undertake their sensory service delivery and to accommodate their offices.

Alternatives were presented, such as Holt Park Leisure Centre which is an exemplar of social inclusion, and these were considered and disregarded and they have decided to stay at their current accommodation in the short to medium.

It is YAMSEN's and the West Park Centre Campaign Group's long term ambition to create a cultural centre for the city.

Musical Arc

Musical Arc provides a musical service to abled, disabled and with special needs children, particularly children with Autism. When the West Park Centre closed Music Arc relocated to Meanwood Community Centre. Musical Arc formed part of the campaign group that have a long term ambition to create and cultural centre.

Leeds Talking Newspaper (LTN)

LTN was established to provide a weekly news service for the blind and partially sighted. They used the centre to record the news and as a return address for the used tapes. Since the closure of the centre they have not recorded any news and although alternative accommodation was presented to the group they have not found any facility suitable.

It is unknown what the long term future of the group will be as they have recognised that their current equipment is antiquated and their customer base is declining due to new technology and by the nature that their customers are older people.

Race

The Irish Arts Foundation relocated to HEART in Headingley where they have settled in and in the summer of 2013 decided to make HEART their permanent residence.

<p>Are there any gaps in equality and diversity information Please provide detail:</p> <p>None.</p>
<p>Action required:</p>

<p>6. Wider involvement – have you involved groups of people who are most likely to be affected or interested</p>
<p> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No </p> <p>Please provide detail:</p> <p>Consultation sessions took place with all users of the centre.</p>
<p>Action required:</p> <p>No further action required as all former users have now found suitable alternative accommodation.</p>

<p>7. Who may be affected by this activity? please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function</p>												
<p>Equality characteristics</p> <table style="width: 100%;"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Carers</td> <td><input checked="" type="checkbox"/> Disability</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Race</td> <td><input checked="" type="checkbox"/> Religion or Belief</td> </tr> <tr> <td><input type="checkbox"/> Sex (male or female)</td> <td><input type="checkbox"/> Sexual orientation</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Other</td> <td></td> <td></td> </tr> </table> <p>(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)</p> <p>Please specify:</p>	<input type="checkbox"/> Age	<input type="checkbox"/> Carers	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Race	<input checked="" type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex (male or female)	<input type="checkbox"/> Sexual orientation		<input type="checkbox"/> Other		
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<input type="checkbox"/> Sex (male or female)	<input type="checkbox"/> Sexual orientation											
<input type="checkbox"/> Other												

Stakeholders		
<input checked="" type="checkbox"/> Services users	<input type="checkbox"/> Employees	<input type="checkbox"/> Trade Unions
<input checked="" type="checkbox"/> Partners	<input type="checkbox"/> Members	<input checked="" type="checkbox"/> Suppliers
<input type="checkbox"/> Other please specify		
Potential barriers.		
<input checked="" type="checkbox"/> Built environment	<input type="checkbox"/> Location of premises and services	
<input type="checkbox"/> Information and communication	<input checked="" type="checkbox"/> Customer care	
<input type="checkbox"/> Timing	<input type="checkbox"/> Stereotypes and assumptions	
<input checked="" type="checkbox"/> Cost	<input checked="" type="checkbox"/> Consultation and involvement	
<input type="checkbox"/> specific barriers to the strategy, policy, services or function		
Please specify		

8. Positive and negative impact Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers
8a. Positive impact:
The majority of former users have now found suitable alternative accommodation which will ensure their service can be delivered in the medium term although it is acknowledged that this has meant some adjustment to their service delivery.
Action required:
No further action required.

8b. Negative impact:

The negative impact of the closure has meant that some former users have decided to stop delivering in the area, are not able to function (LTN) or had to adjust their service delivery (all). The majority are adjusting to their new accommodation and but in some cases, due to space restriction, they are unable to expand their business further. The council have presented alternative accommodation to users but these have been disregarded.

Action required:

No further action required.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

Action required:

No further action required.

10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?

Yes

No

Please provide detail:

Action required:

11. Could this activity be perceived as benefiting one group at the expense of another?

Yes

No

Please provide detail:

Action required:

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify) This forms part of an update for Executive Board

15. Publishing

This Equality, Diversity, Cohesion and Integration impact assessment will act as evidence that due regard to equality and diversity has been given.

If this impact assessment 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** Equality and Diversity, Cohesion and Integration impact assessment'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

If relates to a Key Decision – **date sent to Corporate Governance**

Any other decision – **date sent to Equality Team (equalityteam@leeds.gov.uk)**