

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: City Development	Service area: Culture and Sport
Lead person: Cate Walker	Contact number: (0113) 39 50412

1. Title: Tour de France Legacy for Leeds – Cycling Starts Here

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The “Grand Depart” of the Tour de France provides a once in a lifetime opportunity to refocus the city’s ambitions for cycling. It offers Leeds the chance to challenge the scale of those ambitions and move forward on the contribution cycling can make to the city becoming the best in the UK.

The foundations are strong, with the major boost in funding the city has received for the City Connect Cycle Superhighway and with cycling enjoying a huge increase in popularity.

The Council has been investing for some time in programmes that contribute to the growth and promotion of cycling through transport infrastructure, public health, cultural and sporting activities and through the promotion of more sustainable patterns of travel. This report seeks to articulate these programmes and future initiatives and to outline a process to ensure a single, joined up future ambition for Leeds.

The headline ambitions outlined in the executive report (14th May 2014) support the City Priority Plan. They will support the sustainable growth of the Leeds economy, improve the environment through reduced carbon emissions and raise the profile of Leeds nationally and internationally. They will also help get more people involved in cultural opportunities. The ambitions also link to the Best Council Plan 2013 – 2017 whose priorities are improving outcomes for children and families, getting people active and enjoying healthy lifestyles, and developing a low carbon infrastructure for the city. There will be a particularly strong focus in the Leeds strategy on encouraging women and girls to cycle, expanding the established programme of accessible cycling, taking cycling initiatives to all communities, including faith groups, in the city and on enabling more people to have access to a bicycle.

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)

Consultation has been carried out with the following people / organisations:

- Cllr Lucinda Yeadon, Executive Member for Leisure and Skills
- Cllr Roger Harington, Deputy Executive Member Children's Services and member of the Tour de France Project Board
- School groups as part of the Local Government Challenge: Brudenell Primary School; Queensway Primary School; Holy Rosary and St Anne's Primary School; Brigshaw High School. Female members of the Citizens' Panel; the Children's Mayor, and a panel of managers involved with the Tour and local and regional experts who are working on the Legacy including British Cycling
- Leeds Cycling Campaign
- The Children's Services Legacy group including school representatives.

A programme of consultation will be developed across all stakeholders, specifically:

- With young people, in line with the Children's Mayor's Manifesto and facilitated by the Voice and Influence Team in Children's Services
- Community groups across the city to include all ages groups and including for example the Black Health Initiative, disability groups, and women's groups.

• **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)

Cycling is widely recognised as offering a low cost, environmentally friendly, and healthy form of travel and active recreation. The public health potential of cycling for reducing some of the major causes of early mortality is also widely understood and researched. Nationally and internationally there are many examples of cities where cycling contributes to an enriched society and neighbourhoods by making a significant contribution to people's mobility and access to jobs, schools, local services and recreation.

The Legacy projects will continue to support the five key objectives of the regional strategy for cycling - Cycle Yorkshire:

- Get more people cycling
- Make choosing cycling easier
- More events to see and take part in

- Greater awareness of cycling and cyclists
- A thriving network of cycling businesses and social enterprises

As the Tour de France approaches and the Legacy projects develop, there are already a number of different activities in place that are benefiting a variety of groups across the city.

These include:

- Adapted cycling- regular weekly sessions on the outdoor athletics track. These sessions are extremely popular and there are up to 25 adapted cycles to use.
- Adapted cycling- regular weekly sessions on the outdoor cycling track. 15 different adapted cycles to use.
- Skyride- adapted cycling sessions and route via Get Cycling or CTC
- Leeds Schools Cycle Challenge- SILC adapted cycling races
- TdF Grand depart hub event- mountain trike sessions.
- “Tour de Farms” sessions and other accessible cycle rides
- Handcycling Sportive. This will be the first of its kind ever held in the UK.
- A large programme of events for the Tour itself directed at schools and young people including a Junior Tour de France, and an information pack on cycling and the Tour, developed at the regional level, which is being strongly promoted by Leeds City Council.
- Breeze Rides – a regular programme of guided rides for women.

- **Actions**

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

To encourage and support cycling in Leeds a range of proposals will be explored and activities already in place will be developed subject to funding:

- Accessible and adapted cycling activities
- Bikeability training in schools and for families
- Go;Cycling and Bikeability – training on maintaining bicycles
- Continuing programme of partnership activities and promotion to ensure health benefits of cycling are maximised
- Schemes to enable families to have access to bicycles
- Family friendly cycling maps
- Cycling coaching for teachers to help them encourage and train young people
- A range of infrastructure and behaviour change initiatives, including a ‘Respect’ campaign and initiatives to increase the safety of cycling on the road network.
- Promotion of family cycling in parks
- Cycling on prescription

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:	N/A
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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 & Active Lifestyles	

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** screenings should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

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