

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: Sport & Active Lifestyles
Lead person: Mark Allman / Helen Evans	Contact number: 2478323

1. Title: International Triathlon Union (ITU) World Series 2016-2019

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Leeds has been successful in being selected as the preferred host city for the UK leg of the ITU world triathlon series 2016-18.

The city has developed its reputation for delivering major international events as an outcome of the Tour de France and major events are also the focus of one of the authority's 7 breakthrough projects.

Launched in 2009, the ITU World Triathlon Series is the highest tier of international triathlon competition, with athletes competing across the globe throughout the year to become World Champion. In 2015 the series is being expanded to 10 races hosted in some of the most iconic cities in the world, Abu Dhabi, Auckland, Gold Coast, Cape Town, Yokohama, London, Hamburg, Stockholm, Edmonton, and the Grand Final in Chicago.

Each race of the series is broadcast live and distributed globally, and followed up with a 52 minute highlights package. BTF expect spectator numbers to be in the region of 15,000 to 40,000, however the Leeds bid team is confident that the upper figures can be surpassed, building on the success of the Tour de France. The international exposure of the city together with influx of visitors and participants will help further boost the Leeds economy, especially should Leeds also be successful in securing the Grand Final in 2019 as this event also includes the world age group finals.

As part of a British leg of the series, British Triathlon Federation is committed to also hosting the paralympic equivalent event, the ITU World Paratriathlon Series, being the only nation to have done so since the series began. This is subject to the selected host city being able to provide a course that suits the specific needs of the paratriathletes.

The World Triathlon series event includes both men's and women's elite races (the Leeds bid is based on the Olympic distance) as well as mass participation event too, usually over one weekend. Each event includes a swim, ride and then run, in that order.

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. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

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 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)

The leader, Chief Executive, relevant Executive Members, opposition elected members, BTF, Sport Leeds, and other key partners and stakeholders have been consulted and have given their support. However, given the timescales for submission of the bid to the BTF and the ITU, coupled with some of the sensitivities on the part of the BTF relating to moving their event from London has meant that a full and comprehensive consultation exercise has simply not been possible and therefore a pragmatic approach has had to be adopted.

However, further consultation has been held with the following key partners: British Triathlon, performance sport deliverers, the Olympic athletes - Brownlee Brothers and within the Sport & Active Lifestyles Service, including the equality lead for sport. This has resulted in a screening being carried out.

- **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 Triathlon Series was selected as an appropriate event for Leeds as it offers a wide range of opportunities for:

- Men's competition
- Women's competition
- Para competition
- Mass participation event
- Volunteering
- Public viewing of an international event, with the route taking in various parts of

the city, allowing access to a wide complement of residents and bringing in new visitors to the city

• **Actions**

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

- The various events (men's / women's / para) are widely promoted and are open to approximately 3,000 athletes
- Volunteering opportunities, which proved to be the backbone of the Tour de France Grand Depart, will be promoted to residents of Leeds as well as the wider area
- Related legacy events will be supported through schools and Sport Leeds (the strategic partnership for sport in Leeds)
- Residents affected proposed road closures will be consulted and the impact on them during the events will be considered and reduced where possible. They will be kept informed of any changes and possible impacts as the events are developed
- Work with relevant areas of the council to reduce the impact on residents (highways / refuse / press office etc)
- Keep members briefed on the proposals to ensure that resident concerns are highlighted to the project team and addressed as appropriate
- Further consult residents and relevant organisations once details of the events are available

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 & Active Lifestyles	31/3/15
Date screening completed		31/3/15

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated**

Decisions or a Significant Operational Decision.

A copy of this equality screening should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: