

## Appendix 4 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: Asset Management</b>
<b>Lead person: Neil Charlesworth</b>	<b>Contact number: 2477885</b>

### 1. Title: Community Asset Transfer of Drighlington Meeting Hall

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

**If other, please specify**

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

Drighlington Rugby Club has submitted a proposal for community asset transfer of Drighlington Meeting Hall by way of a long peppercorn lease. The club will operate the building as a community centre incorporating the local library (under separate management). An extension may be built in the future to provide a bar and clubhouse facilities for the club. The building is much closer than the club's existing building to the pitches they use and the improved facilities will allow the club to continue their development as members of the Rugby League National Conference.

The lease will stipulate that the facilities must continue to be made available to the local community for the duration of the lease

### 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"><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)

The proposal is for Drighlington rugby club to take over management of Drighlington Meeting Hall, which is currently part of the community centre portfolio. The agreement will ensure that the centre is open and accessible to all. There will be no effect to the majority of users or the wider community, other than a change in building management. - However, the library group will be required to start paying fees to cover their occupancy costs. Although no rent will be charged to the library as long as they occupy the area currently used by them, they will need to pay for a proportion of the utilities plus the costs of internet access provided to their users.

Charges are currently set in line with the Council's community centre charging policy. However, the rugby club will set their own policy for charging. To ensure that the charges remain affordable for the local community, such a policy will need prior agreement from us, in consultation with ward members. This will ensure a balance between affordable rates and allowing the rugby club to generate income from the property.

- **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 proposal will benefit the local community by putting a community asset into community ownership. There will be no disproportionate effect on any particular protected characteristic.

If the library group are required to start paying full market rental for their use of the building they would likely have to close, causing a negative impact. However, there are costs associated with their occupation of the building (utilities) and it would be unfair for Drighlington Rugby Club to subsidise those costs.

- **Actions**

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

The centre will be available to the whole community and in community ownership there will hopefully be increased usage.

Drighlington Rugby Club has agreed that the library will not be charged any rent for their

use of the building, but they will be required to cover their share of utility costs. These costs should be within the library group's means. If they are not, they will be able to apply to the local Community Committee for support. Members have already indicated their support in principle for such an application.

**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
Neil Charlesworth	Principal Asset Management Officer	27/5/15
Date screening completed		27/5/15

## 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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: