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Report of Assistant Chief Executive (Citizens and Communities)

Report to Executive Board

Date: 18th November 2015

Subject: Community Centre Review Update

Are specific electoral Wards affected?	⊠ Yes	☐ No
If relevant, name(s) of Ward(s):		
Ardsley & Robin Hood, Bramley & Stanningley, City & Hunslet, Cross Gates & Whinmoor, Kippax & Methley, Morley North, Morley South, Otley & Yeadon, Rothwell, Weetwood,		
Are there implications for equality and diversity and cohesion and integration?	⊠ Yes	☐ No
Is the decision eligible for Call-In?	⊠ Yes	☐ No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	☐ Yes	⊠ No

Summary of main issues

- i) Executive Board agreed on 19th November 2014 to undertake a formal consultation process on the future of ten Community Centres, with any resultant closure proposals being brought back to Members of Executive Board for consideration.
- ii) This report provides an update on the consultation undertaken, the actions that have been progressed on all ten Community Centres under review with a specific proposal to move ahead with the closure of two centres, one being Gildersome Youth Club and the other being Kippax Youth Centre.

Recommendations

Members of Executive Board are recommended to request that the Assistant Chief Executive (Citizens and Communities):

- i) effects the closure of Gildersome Youth Club, Street Lane, Gildersome and declares the property surplus to Council's requirement;
- ii) effects the closure of Kippax Youth Centre, known as the Kippax Cabin, Cross Hills, Kippax and declares the property surplus to Council's requirement;
- iii) arranges the relocation of current users of Gildersome Youth Club and Kippax Youth Centre to appropriate local venues, and;

- iv) carries out the actions specified in this report relating to the future running of the following community centres:
 - Bramley Community Centre, Waterloo Lane, Bramley
 - Fieldhead Youth and Adult Centre, Naburn Approach, Whinmoor
 - Lewisham Park Centre, Clough Street, Morley
 - Old Cockburn Sports Hall, Primrose Lane, Hunslet
 - Meanwood Community Centre, Stainbeck Avenue, Meanwood
 - St Gabriel's Community Centre, Fall Lane, East Ardsley
 - Weston Lane Community Centre, Weston Ridge, Otley
 - Windmill Youth Centre, Marsh Street, Rothwell
- v) Members of Executive Board approve the ring fencing of the required portion of the capital receipt from the sale of Gildersome Youth Centre site to make improvements to Gildersome Meeting Hall. Note the Director of City Development is responsible for the implementation of this recommendation.

1 Purpose of this report

1.1 To provide Members of Executive Board with an update on the review of ten Community Centres as previously reported to Members on 19th November 2014. This report provides an update on the consultation undertaken, the actions that have been progressed on all ten Community Centres under review with a specific proposal to move ahead with the closure of two centres, one being Gildersome Youth Club and the other being Kippax Youth Centre.

2 Background information

- 2.1 In November 2014 Executive Board resolved that the Assistant Chief Executive (Citizens and Communities) be requested to take forward actions arising from the consultation, except closure, in consultation with the Executive Member for Neighbourhoods, Planning and Personnel. In circumstances where the outcome recommends closure, this to be reported to Executive Board for decision. In regard to Executive Member responsibilities, these changed in May 2015 and the appropriate Member is now the Executive Member (Communities)
- 2.2 Formal consultation took place between December 2014 and March 2015 for all ten community centres. Recognising changing circumstances, discussions and consultations with relevant parties have continued since this time to ensure the right solutions are taken forward.

3 Main issues

- 3.3 For eight of the ten community centres under review, the results of the consultation have led to proposals being developed to improve their sustainability, rather than look to closure, and in accordance with the previous decision of Executive Board, the Assistant Chief Executive (Citizens and Communities) has taken forward positive actions for these centres. Actions include retaining buildings with reduced running costs and plans for increased usage; keeping centres under review as longer term options are developed; and seeking expressions of interest for asset transfer or long term lease. Appendix 1 provides a summary of the key actions taken.
- 3.4 Outcomes from the consultation process for Gildersome Youth Club and Kippax Youth Centre have led to a recommendation that these buildings are closed and users relocated to other nearby facilities.
- 3.5 Gildersome Youth Club is a former stone built school building constructed in 1873 and bordered by residential properties. The building is used as a venue for a number of children's organisations, nursery provision and youth service sessions. At the time of the consultation backlog maintenance amounted to £104k and the centre was running at a deficit of £29k per annum.
- 3.6 Consultation with all regular users, brokered by local ward members, led to a proposal that the building should be sold, with a level of investment being made to the nearby Gildersome Meeting Hall to enable this building to accommodate the current users at the youth club building.
- 3.7 Officers from Asset Management are currently working on the detail for this proposal which was unanimously supported at a public meeting on 26th February 2015 attended by all of the main centre users.

- 3.8 Kippax Youth Centre is a porta cabin type building constructed in the late 1980s located next to a public house which has recently been converted into flats. Use of the building had reduced to two sessions held on Wednesdays with the building standing empty for the rest of the week. At the time of the consultation backlog maintenance amounted to £20k for which there is no identified budget and had net running costs of £15k with only 20% usage.
- 3.9 The consultation produced no support for retaining the building with current users content to move to other premises if their particular needs could be catered for. The recommendation is to close this building and this view is supported by local ward members.
- 3.10 The community centre portfolio faces continued financial pressures along with other Leeds City Council services. As well as carrying out the consultation on the future of the ten centres within this report, officers are exploring other avenues for improving the viability of community centre provision.
- 3.11 Discussions are ongoing with a consortium of local third sector organisations about the potential for an asset transfer of a tranche of community centres. A scoping exercise has been carried out and a shortlist of potential centres is being drawn up, in order for detailed business cases to be pulled together.
- 3.12 A review is also taking place of the caretaking and building management arrangements for the community centre portfolio. Although there has been a move towards increased key holding for regular centre users and a reduction in caretaker presence, current practices and arrangements have been in place for many years and may not provide the most efficient and appropriate service for our customers. The review will be wide-ranging and will aim to define a modern, effective provision while reducing the overall costs for this service.
- 3.13 The Executive Board Member for Communities will be kept informed of the progress of both of these pieces of work.

4 Corporate Considerations

4.1 Consultation and Engagement

- 4.1.1 Formal consultation took place between December 2014 and March 2015 for all ten of the community centres under review. The consultation period was extended to the end of June 2015 for Bramley Community Centre and Meanwood Community Centre, and into July for Weston Lane Community Centre.
- 4.1.2 Details of the consultation were provided to community centre users and disseminated through social media and local networks. Information relating to running costs, income, maintenance costs and percentage of usage were provided as part of the consultation.
- 4.1.3 Surveys were distributed to gain views on each centre and these gave opportunities to suggest ways to improve the viability of each centre.
- 4.1.4 Public meetings took place at the centres with good attendance from regular users, partners and interested parties. Ward member discussions have taken place and Community Committees have been informed of the outcomes of the consultations on the eight centres to be retained, and have expressed their views on their preferred way forward.

- 4.1.5 Although consultation has taken place with all ward members, outcomes from the consultation have yet to go to Outer North West or Inner West Community Committees regarding Weston Lane Community Centre and Bramley Community Centre respectively. This is due to ongoing discussions on potential proposals which involve the local ward members.
- 4.1.6 The outcome of the consultation has been published by the Assistant Chief Executive (Citizens and Communities). The proposed closure of Kippax Youth Centre, and Gildersome Youth Centre were supported in that consultation.

4.2 Equality and Diversity / Cohesion and Integration

- 4.2.1 An equality impact assessment was carried out at the time that Executive Board was asked to approve the consultation of the ten community centres in November 2014.
- 4.2.2 Separate equality screenings have been carried out for decisions relating to Kippax Youth Centre and Gildersome Youth Centre and are attached at appendix 2 and 3.

4.3 Council policies and Best Council Plan

- 4.3.1 The vision for Leeds 2011 2030 sets out the long term aim for Leeds to be the Best City in the UK. A key aim is that: Our communities will thrive and people will be confident, skilled, enterprising, active and involved.
- 4.3.2 The provision of community centres fits into this long-term strategic aim, and also the best council plan 2015-20 objectives of 'supporting communities and tackling poverty' and 'becoming a more efficient and enterprising council' which includes respectively the priorities of 'strengthening local accountability and being more responsive to the needs of local communities' and 'reducing the number of council buildings through better sharing of assets'.

4.4 Resources and value for money

4.4.1 Recommendations within this report will reduce the revenue costs for the community centre portfolio in-year and for future years. Capital receipts will be achieved on the successful disposal of Gildersome Youth Club and Kippax Youth Centre. Future maintenance investments on these two properties will no longer be required. Savings will contribute to targets within the Asset Management Plan agreed by Executive board on 15th October 2014 and also to the savings targets with the community centre portfolio budget.

4.5 Legal Implications, Access to Information and Call In

- 4.5.1 There are no specific legal implications. The Council has general powers to manage its land and buildings under Section 120 Local Government Act 1972 and Section 1 Localism Act 2011.
- 4.5.2 This report does not contain any exempt or confidential information.

4.6 Risk Management

4.6.1 The primary risk of the Community Centre portfolio is that a failure to control costs results in the costs exceeding budgets. There is a competing risk of insufficient

community infrastructure to meet the council's vision for vibrant localities. The review has examined the appropriate balance and made recommendations accordingly.

- 4.6.2 There is a risk that community centre provision may be temporarily unavailable if there is a necessity to close Gildersome Youth Club before Gildersome Meeting Hall is ready to accommodate the users.
- 4.6.3 As with all asset disposals there is a market risk regarding the value that may be achieved from the disposals of properties..

5 Conclusions

5.1 The community centre portfolio contributes to Leeds City Council's priorities for the development of local communities, creating a space for community activity, meeting the needs of citizens older and young; and bringing different communities together. However, there is a need to avoid duplication, make better use of buildings retained and to control costs. The proposals in this report will provide a reduction in costs, marginal impact on users and income, and remove the difficulty of ongoing backlog maintenance costs.

6 Recommendations

6.2 Members of Executive Board are recommended to request that the Assistant Chief Executive (Citizens and Communities):

effects the closure of Gildersome Youth Club, Street Lane, Gildersome and declares the property surplus to Council's requirement;

effects the closure of Kippax Youth Centre, known as the Kippax Cabin, Cross Hills, Kippax and declares the property surplus to Council's requirement;

arranges the relocation of current users of Gildersome Youth Club and Kippax Youth Centre to appropriate local venues, and;

carries out the actions specified in this report relating to the future running of the following community centres:

- Bramley Community Centre, Waterloo Lane, Bramley
- Fieldhead Youth and Adult Centre, Naburn Approach, Whinmoor
- Lewisham Park Centre, Clough Street, Morley
- Old Cockburn Sports Hall, Primrose Lane, Hunslet
- Meanwood Community Centre, Stainbeck Avenue, Meanwood
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- Windmill Youth Centre, Marsh Street, Rothwell

Members of Executive Board approve the ring fencing of the required portion of the capital receipt from the sale of Gildersome Youth Centre site to make improvements to Gildersome Meeting Hall. Note the Director of City Development is responsible for the implementation of this recommendation.

7 Background documents¹

7.1 None

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¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.

Key Actions / Proposals Arising from the Community Centre Consultation

Carried Out Between December 2014 and March 2015

Conclusions from the consultation for those buildings where closure is not recommended:

St Gabriel's Community Centre

The use of this building has grown over the course of the last year, and the costs to the Council had reduced. The consultation concluded that the Council should continue to run this centre, but with increased input from a local community group. Asset management colleagues will be asked to prepare an appropriate agreement with the church trustees which will allow the Council to continue to use the building as a community centre. Centre to remain part of the community centre portfolio.

Bramley Community Centre

The future of this building is linked to wider asset management considerations in this ward, which are being worked through. This process is being led by Asset Management, and is influenced by a wide range of service and property options, including considerations of a community hub for this locality. It is sensible for the future of the community centre to be part of this wider local review. Ward members support this approach. Proposals will be taken to Asset Management Board in due course.

Old Cockburn Sports Hall

Local councillors and community representatives have concluded that an asset transfer would be the best approach to secure the future of this building. A formal decision has been taken to pursue this option by the Assistant Chief Executive (Citizens and Communities) on 13th July 2015. The Director of Development considered this issue at an officer Property Panel on 8th September 2015. An expression of Interest was published on 1st October 2015 and was available on the Council website until 31st October 2015. It is envisaged that any community organisation taking over the building may require diminishing grant funding from the Council to build a sustainable business plan. This will be subject to a separate decision.

Lewisham Park Centre

This building is proposed to be retained but with options to increase income being actively pursued. There is support for the idea for the building to become community run. Officers have been seeking to identify complimentary activities. This building is located in a park and access issues mean that commercial and residential uses of this property or land are limited. To undertake further work to see if additional income can be generated and the net cost of the centre reduced.

Weston Lane Community Centre

The discussions related to this building have only recently concluded. This building has no users, and is in poor condition. The lack of use means the building is at risk of vandalism, and it is the advice of Asset Management officers that it should be declared void. However, it is located on the Weston Estate, which is a pocket of high deprivation in the Otley ward. After the consultation, discussions have taken place with Ward Members and Otley Town Council and there is a strong desire for childcare provision at the centre. Officers have been in discussions with an interested provider. Discussions are ongoing to establish daytime use as under two's provision achieving income above the running costs

of the building. Otley Town council are interested in marketing the building for evening, weekend and school holiday usage. Further work to continue. Net costs are negligible.

Windmill Youth Centre

There was strong local support for this centre to continue. Since the publication of the original report its running costs have reduced substantially. It was recognised that the building needs additional users, which need not be limited to groups working with young people. It has now been rebranded a Youth and Community Centre to spread this message to the local community. Local users are to be engaged to build the use of the building. Centre to remain part of the portfolio with work being undertaken to further increase usage and reduce net cost.

Fieldhead Youth and Adult Centre

This centre has strong support from local Councillors, particularly the use by the local amateur Rugby club. Local members wish it to remain in Council control, but with further work to control costs and increase usage. Net costs are slowly reducing and daytime use has increased recently. There are further opportunities to increase income through the rugby club which are being pursued. Centre to remain part of the portfolio with work being undertaken to further increase usage and reduce net cost.

Meanwood Community Centre

To retain the centre, but a local management committee to be developed to take more responsibility for the building. Five main user groups have come together and are being assisted by the Area Support Team to develop a proposal. This centre has the highest usage of the ten centres under review and changes to caretaking arrangements mean a projected reduction in the net costs for this and future years.

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: Citizens and Communities	Service area: Communities Team	
Lead person: Sarn Warbis	Contact number: 39-50908	
Title: Proposed Closure of Kippax Youth Centre		
Is this a:		
Strategy / Policy x Service / Function Other		
If other, please specify		
2. Please provide a brief description of what you are screening		
The recommendation to Executive Board for the closure of Kippax Youth Centre and the relocation of current users to appropriate local venues.		

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?		Х
Have there been or likely to be any public concerns about the policy or proposal?		Х
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	х	
Could the proposal affect our workforce or employment practices?		Х
 Does the proposal involve or will it have an impact on Eliminating unlawful discrimination, victimisation and harassment Advancing equality of opportunity Fostering good relations 		Х

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 taken into consideration:

- The locality of the community centre under consideration
- Current service users, for example: the number of people/groups; their needs; characteristics of these groups
- Local demographic information to inform of potential future needs
- Condition of the building and potential costs to ensure the building is fit for purpose
- Other provision within the Kippax area that could act as alternative venues
- Staffing based at the centre

Consultation has taken place with community centre users, elected members, parish councillors with no support emerging for maintaining a poor quality and underused building.

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 current users of Kippax Youth Centre are a mental health support group and an older peoples social / craft group. Neither group has specific access issues but prefer facilities on the ground floor. The Kippax area has a variety of community facilities including a number run by Leeds City Council including Kippax Library, Kippax Leisure Centre, Mount Pleasant Gardens Community Centre and Cross Hills court Sheltered Housing which have rooms and facilities available to members of the public.

Although named Kippax "Youth" Centre the building has not been restricted for use by younger people but has been available for all groups. However there are better maintained community facilities in the local area which can serve the needs of the specific users of Kippax Community Centre and the wider public.

All local LCC facilities are DDA compliant and offer ground floor access. Mount Pleasant Gardens and Cross Hills Court in particular are furnished for older people with seating designed for easier access. New venues for the current user groups will be more fit for purpose than Kippax Youth Centre and are in better states of repair. These alternative venues are located within a third of a mile of Kippax Youth Centre.

One caretaker is contracted for 5 hours per week to look after this building.

Actions

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

Spare capacity has already been established in other local venues run by Leeds City Council. By moving current users to one or more of these buildings the viability of these facilities will be improved.

Current users have viewed the new facilities and arrangements are in progress to relocate them in November. Appropriate support will continue to be discussed and provided to ensure smooth transition to new buildings.

Facilities Management have discussed the potential closure with the caretaker. Various options are available including relocation to other LCC managed buildings. Discussions will continue with managing officers and Human Resources.

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
Sarn Warbis	Senior Policy and	19/10/15
	Performance Officer	
Date screening completed		19/10/15

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	Date sent: 22/10/15
Governance Services	
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent:

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
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Directorate: Citizens and Communities	Service area: Communities Team	
Lead person: Sarn Warbis	Contact number: 39-50908	
1. Title: Proposed Closure of Gildersome Youth Centre		
Is this a:		
Strategy / Policy x Service / Function Other		
If other, please specify		
2. Please provide a brief description of what you are screening		
The recommendation to Executive Board for the closure of Gildersome Youth Centre and the relocation of current users to Gildersome Meeting hall.		

4. 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		Х
equality characteristics?		
Have there been or likely to be any public concerns about the policy or proposal?		Х
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	Х	
Could the proposal affect our workforce or employment practices?		Х
 Does the proposal involve or will it have an impact on 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.**
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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 taken into consideration:

- The locality of the community centre under consideration
- Current service users, for example: the number of people/groups; their needs; characteristics of these groups
- Local demographic information to inform of potential future needs
- Condition of the building and potential costs to ensure the building is fit for purpose
- Other provision within the Gildersome area that could act as alternative venues
- Staffing based at the centre

Consultation has taken place with community centre users, local residents and elected members.

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 regular users of the centre include uniformed children's associations, pre-school provision, youth services, senior citizens social club and commercial lifestyle activities.

The centre was built in 1873 and is a stone built former school building and has a large amount of outstanding maintenance issues.

Gildersome Library and Meeting Hall is located within half a mile of the centre and offers community space in a better condition than the youth centre with options for development.

A public meeting was held which was attended by representatives of all the main regular users and was facilitated by local elected members. The proposal which was unanimously supported at this meeting was to relocate to Gildersome Meeting Hall and use capital receipts from the disposal of the centre to ensure that the meeting hall is fit to accommodate the current youth centre users.

There is one Leeds City Council caretaker for this building who works as part of a team covering a number of council facilities.

Actions

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

Capacity has already been established in another local venue run by Leeds City Council. By moving current users to this building the viability of this facility will be improved. Current users are supported of this approach.

Work is being carried out by officers in the Communities Team and Asset Management around the level of improvement required at Gildersome Meeting Hall to accommodate users from both buildings.

Appropriate support will continue to be discussed and provided to an ensure smooth transition to the new building.

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)		

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