

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: Asset Management
Lead person: Neil Charlesworth	Contact number: 24 77885

1. Title: Community Asset Transfer of Old Cockburn Sports Hall to Hamara Healthy Living Centre

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Old Cockburn Sports Hall is part of the community centre portfolio and was one of ten community centres identified for consultation upon its future. The consultation identified community asset transfer as the preferred method to ensure the future of the centre.

An invite for Expressions of Interest was issued in October and Hamara Healthy Living Centre was the only organisation to submit an expression of interest. Hamara intend to operate the centre as a community sports centre to promote health and wellbeing and community cohesion

The centre will provide a meeting point and place for informal and formal provision; new flexible space will accommodate diverse group activities, sporting and social events. The project will enable local children, young people, adults and older people

to maximise their potential and improve their wellbeing and quality of life by providing complementary sports facilities within the community. Co-locating services will facilitate the delivery of a more holistic approach, encourage co-production and lead to the development of innovative, relevant services to benefit the community.

A draft programme of activity has been developed which will see the centre brought into use for 59 hours per week delivering a variety of services. Through the daytime the centre will offer activities with a focus on older people and people with learning disabilities. This will generate income that is traditionally hard to realise in a traditional sports centre. Indeed the centre currently has no daytime weekday use. Evening activities will include the current users and activities aimed at the wider community, including a five a side football league, sessional hire and Box-teq. Weekend use will include activities provided by the Leeds United Foundation, karate, cricket and football. Additionally a community gym will be established in a separate room.

The building requires some investment and Hamara propose to invest £20,000 in refurbishment works as well as a further £10,000 for purchase of equipment for the gym.

A 24 year lease has been requested and Hamara will taking on full repairing and insuring liabilities. The agreement will be at nil premium and peppercorn rental.

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 	X	

harassment <ul style="list-style-type: none"> • Advancing equality of opportunity • Fostering good relations 		
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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 centre is based in a deprived area of Leeds which suffers from generally low levels of health and wellbeing. Having a sports centre in the heart of the community will encourage local people to become more active. It will also bring people from different communities together in a healthy setting.

- **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)

Hamara as an organisation works primarily, but not exclusively, with the South Asian community. They do not have a faith based constitution. The organisation is determined that this centre will be open and used by all communities in the local area and see the centre as an opportunity for them to promote community cohesion, by having people from different communities using the centre together.

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

Hamara is a Leeds 11 based organisation and them taking over the centre will engender a spirit of community ownership. They will actively promote the centre to all of the different communities in Leeds 11. The lease will be conditional on the centre having an open access policy to ensure that the facilities are accessible to all sections of the community and that nobody will be prevented from accessing the centre due to their race, religion or belief, age or other protected characteristic.

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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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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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	16 th December 2015
Date screening completed		16 th December 2015

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:

