

# 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: Environment and Housing</b>	<b>Service area: Parks and Countryside</b>
<b>Lead person: Tony Stringwell</b>	<b>Contact number: 0113 3957437</b>

## 1. Title: Parks and Countryside Attractions Development Plan

Is this a:

☐

**Strategy / Policy**

☒

**Service / Function**

☐

**Other**

**If other, please specify**

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

In October a report was taken to Executive Board seeking permission to develop more detailed design proposals at the following sites with the following objectives;

- Tropical World: the principal aim of the next phase of development proposed at Tropical World will be to present a coherent, coordinated and visually stunning series of redevelopments that can be rolled out to the different 'zones' of Tropical World that builds upon the work already undertaken.
- To develop an aerial adventure course, in the form of a concession arrangement with an established existing provider, with the aim and objective of broadening even further Roundhay Park's appeal to families and residents within Leeds and the City region.
- Lotherton Hall Bird Garden: undertake a renovation of the bird garden that will transform the area into a modern, engaging and exciting visitor attraction that will facilitate the presentation of a much more diverse collection of animals including penguins.

- Home Farm: the aspiration is to refresh and refocus the appeal of Home Farm at Temple Newsam via the development of a bespoke indoor play facility with integral café and retail space.

Following on from the above, a further report has been drafted requesting the injection with authority to spend to commence with developments at Tropical World. From 2013 to 2015 Leeds City Council undertook a major restoration of the Arnold and Marjorie Ziff Tropical World. As a result of these developments there has been a significant improvement in the all-round offer at Tropical World and as a consequence the service can report the following achievements;

- In the full trading year post development, total income increased by 112% from £1,060k pre commencement to £2,245k post completion.
- Budgeted income from shop sales has increased by 66% from £233k pre completion to a budgeted value of £386k in 2016/17.
- Budgeted income from Café sales has increased by 86% from £195k pre completion to a budgeted value of £363k in 2016/17.
- Average Spend per transaction in Tropical World Café has increased by 38% to £8 and the proportion of Tropical World visitors going to the café has doubled.
- Visitor numbers in 2015/16 up to 410,000, an increase of 45% on numbers pre development;
- 81.5% of reviews on Trip Advisor are either 'very good' or 'excellent' compared to 79% pre development.
- Over 75,000 children education visits post development.

The Parks and Countryside service consider that the potential exists to build upon and replicate this success. Proposals have therefore been considered and options explored to continue with the development of Tropical World. The principal aim of the next phase of development proposed at Tropical World will be to present a coherent, coordinated and visually stunning series of redevelopments that can be rolled out to the different 'zones' of Tropical World that builds upon the work already undertaken on improving the aquarium zone. The objective is for this investment to act as a catalyst for increasing visitor numbers to the attraction to circa 450'000, which represents an increase of 50000, visitors by 2020/21.

In October 2016, the Parks and Countryside service asked Executive Board to consider the principle of investing in visitor attractions, which included the proposal for Tropical World. The aim is to broaden the appeal and equally the enjoyment experienced by those visiting Tropical World by enhancing the scope, standard and therefore the overall visitor experience. Capital investment to the value of £650k would be required to provide continued improvements at Tropical World and the potential exists for this investment to act as a catalyst for the delivery of a net saving of £445k per annum by 2020/21 which will help support services. This investment and growth is projected over a 4 year period to 2019/20 with work delivered in 3 distinct phases, with a review following each phase. Executive Board supported the proposals and the principle of incurring capital expenditure to support plans for growth in revenue.

Phase 1 of the redevelopment process has been costed at £193.6k and when considered holistically with the growth in revenue these improvements will make a positive contribution to the Best Council Plan ambition of becoming a more efficient

and enterprising council. In addition, these improvements therefore support the Best Council Plan 2016/17 priorities of 'Enhancing the quality of our public realm and green spaces' with increased visitor numbers 'Supporting economic growth'; an improved learning offer also contributes to the priority around 'Improving educational achievement'.

### 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"> <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)

Given that fact that Tropical World is busy popular attraction the changes and improvements proposed at the site should result in a positive impact on a significant number of people which will inevitable include a range of different users and equality characteristics.

Elements of the proposals developed to this point have benefitted from a series of different consultations using online and face to face questionnaires, ongoing conversations with existing users on site and via social media feedback. This insight and the information generated from it have informed the conceptual design process to this point. This has been supplemented by undertaking due diligence in considering existing examples of best practice as well as applying an evidence based approach to inform the design and decision which is based on an understanding of information relating to the user demographic.

We are not of the view that there are any gaps in our understanding about our users and how they access Tropical World.

- **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)

It is clear that there is scope for improvement at Tropical World. The opportunity to revitalise existing exhibits including each areas content, theming and interpretation will result in a significant improvement in the educational value at each site along with the opportunity to promote conservation. In addition the introduction of further concessions at Roundhay Park and the adoption of a proactive approach in encouraging further visitors

will provide increased opportunities to be physically active. Furthermore the work proposed will provide an improved offer that will appeal to a broader demographic with extended appeal to different age categories.

Investment on this level provides an opportunity to address any existing physical barriers to access and provide more contemporary facilities with expanded non restricted viewing. Where this matter is considered to be particularly pertinent each positive contribution will be specified in future screening documents

Potential negative impacts, are for the most part associated with any barriers to access that may occur following an increase in the price of access and which may have the impact of reducing the affordability of attractions to low income families and individuals. Whilst its likely that price increase in the cost of admission will occur at LCC controlled attractions, the process of implementing any price increase will be the subject of a separate and subsequent decision and will therefore be screened accordingly at that time.

- **Actions**

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

Any agreement or development proposed as part the recommendations within this report will seek to ensure that attraction being developed will remain financially accessible by ensuring existing concessionary discounts remain in place.

Once proposals are developed further, individual schemes and phases within them will be subject to further screening and or equality assessments as part of the capital approval process.

**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
Sean Flesher	Chief Officer Parks and Countryside	29/11/16

## 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](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	29/11/16
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	