

# 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: E &amp; H</b>	<b>Service area: Parks and Countryside</b>
<b>Lead person: Tony Stringwell</b>	<b>Contact number: 0113 3788167</b>

## 1. Title: Waiver to support bespoke aquatic and theming construction work at Tropical World and Lotherton Hall.

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

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

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 as well as developing proposals to transform Lotherton Bird Garden. This will include the following;

- 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.
- 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.

The above approach was approved by the councils Executive Board with the following recommendations being agreed;

- Executive Board approve the principle of incurring expenditure to an estimated value of £3.1m to deliver the improvements to attractions that are outlined in this report and that each phase of development at each site is subject to separate approvals once detailed design and cost estimates are in place.
- To implement proposals outlined in this report that will continue the themed development of the visitor attraction elements of the Arnold and Marjorie Ziff Tropical World.
- To develop plans and gain any necessary consent that may be required to implement the proposals outlined in this report relating to the development of Lotherton Hall Bird garden.

Within the report to Executive Board the Parks and Countryside service outlined set out the following position regarding the development of proposals at Tropical World and Lotherton Hall; “It is intended that Parks and Countryside will lead on the development process at both Tropical World and Lotherton Hall and in terms of procurement will do so as the appropriate internal service provider. Due regard will be given to contract procedure rules in the process of procuring or enlisting any specialist support.”

This approach has been successfully implemented previously when delivering the improvements to the aquarium space at Tropical World, which was delivered on time, on budget and to the acclaim of users. Initial phases of work at both Tropical World and Lotherton Hall will require specialist aquatic support in the construction of new displays and also in revamping existing attractions. It is necessary to deliver this work within a restricted timescales meaning working knowledge of the site is necessary and also to ensure that new developments mirror existing ones to ensure continuity of presentation. Sustainable Solutions have been engaged previously to support in this exercise and meet these criteria. The proposal is therefore to engage this company to deliver initial phases in partnership with the Parks and Countryside service who will act as both service commissioner and internal service provider.

The chief officer Parks and Countryside is recommended to approve the waiver of the following contracts procedure rule 3.1.15, 8.1 and 8.2 and award contracts to the value of £95'000 k to sustainable service and DCR theming Ltd.

### **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)

- **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)

- **Actions**

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

**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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## 6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Tony Stringwell	Senior Projects Officer	05/12/16
Date screening completed		05/12/16

## 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: