

# 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: Paul Senior</b>	<b>Contact number: 0113 3788166</b>

## 1. Title: Purchase of Pre Used Modular building for changing rooms – West Leeds Rugby League Club

Is this a:

Strategy / Policy
  Service / Function
  Other

If other, please specify

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

The project is to purchase a modular building for use by a voluntary sports club, in the Armley ward. The club are aiming to improve their changing facilities for their male and female junior and adult players and improve disabled access.

The current changing area is no longer fit for purpose and severely restricts the clubs development in terms of increasing its membership, in addition to raising health and safety concerns.

The rugby club have identified the need for better changing rooms as a key priority to address safeguarding issues

The proposed facility will be purchased with a view to fitting out the internal

area at the second stage of the project, once the relevant funding is in place.

### 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?	yes	
Have there been or likely to be any public concerns about the policy or proposal?		No
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect our workforce or employment practices?		No
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>	Yes	

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 new changing facilities will enable male and female teams to use the facility at the same time for training purposes and matches, as it will provide secure changing rooms, which can be safely monitored by qualified and fully vetted sports volunteers and coaches. The facility will also provide safe shower and toilet areas within the changing areas and a disabled toilet, with plans for improved access.

- **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 proposed facility will enable the rugby club to engage even wider within the local community, as they will be able to offer good quality and safe changing provision for people of all ages and abilities. The club already attract many young people and adults from disadvantaged areas, along with different ethnic groups and the sport of rugby is used to encourage positive behaviour and good sportsmanship in all individuals and the club as good links with the Leeds Rugby Foundation.

- **Actions**

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

By having better facilities it will bring more groups and individuals together in one place, under the guidance of qualified coaches and volunteers, the rugby club will continue to deliver activities that will have a positive impact in the community and the most hard to reach young people. The club also has a number of girls and women's teams, which promotes health and wellbeing as promoted through the 'This Girl Can' sports campaign and can only be positive in encouraging more females into sport and recreation.

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Tony Stringwell	Senior Projects Manager	8.03.17
<b>Date screening completed</b>		

## **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: 08/03/17
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: