

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: Environment and Housing	Service area: Parks and Countryside
Lead person: Tony Stringwell	Contact number: 01133788167

1. Title: The development of Middleton Park and the establishment of an Urban Bike Park.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify:

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

This EDCI impact assessment was written to assess the proposal of the intention to develop an Urban Cycle Trail Centre, with a competition standard mountain bike facility in Middleton Park.

Middleton Park, which is managed by Leeds City Council and is in part owned by Wades Charity, is made up of a mixture of traditional parkland and ancient woodland. The site generates in excess of 2 million visits each year, 90% of which are drawn from a local catchment area including Middleton, Beeston, City and Holbeck, and Hunslet. In September 2014, Executive Board supported the closure of the golf course residing within the park in order to realise a saving in revenue in light of declining golf participation. Following the closure of the golf course, proposals were taken forward into consultation as to how the golf course site could be reintegrated into the broader landscape of the park.

After extensive consultation it was concluded that there is a large demand for increased cycling facilities in Middleton Park, with 90% of respondents in favour of establishing cycling infrastructure in the park. With this in mind, the proposal for an Urban Bike Park at Middleton Park was taken forward.

Leeds Urban Bike Park hopes to create a community facility that enables the delivery of physical and social activities that meet the needs of the local community, based around a community cycling hub and mountain bike trails.

The hub will offer the local community a social space, education and training opportunities as well as a pathway into increased sporting activity. This work is already beginning to take place on site, and it is planned that the Director of City Development will agree terms with Cycle Pathways (a not for profit community interest company), at market consideration, for their use of the former golf club house building to continue this.

Cycle Pathways will use the hub as a central base on site, and will in turn facilitate cycling education and training on the cycling infrastructure which will surround this. LCC aim to deliver high quality, progressive trails offering something for everyone – from beginner to elite cyclists. Alongside this, the park will provide the tools for a high class coaching facility that enables the delivery of regional events and supports talent development.

After engaging with a specialist design consultant, final plans and drawings have been produced demonstrating the potential for the provision of various cycling facilities including:

- **6km Mountain Bike Trail-** A traditional form of cycling that involves riders using a series of trails involving technical features. This has been design specifically to allow recreational functionality and also the capacity to be used for competitions.
- **Skills zone-** The Skills area has been designed to contain the technical features that are likely to be encountered on the larger 6km trail. This space is designed to function as the ideal area to learn fundamental mountain bike skills and for young, less experiences cyclists to be coached in this area.
- **Pump Track-** This feature is designed to be a fun element of the facility that will at the same time allow people to develop and be taught technical riding skills that can be applied to all mountain bike disciplines.
- **Balance Bike Track/Mini Pump-** Similar to the above but scaled down to suit younger less experienced riders including those on balance bikes. It provides a facility to encourage very young children and allows for them to practice without getting in the way of faster more experienced riders.

Together, it is hoped that the bike park, with its combined cycling features, alongside social, cycling hub will provide an environment which enables everyone to be active.

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?	Yes	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	Yes	
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"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	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)

In taking the decision to close Middleton Golf Course, it was important that meaningful consideration was given to the alternative land use proposals. In doing so, due consideration was taken to consider equality, diversity, cohesion and integration.

Public need and demand has been considered through an extensive consultation exercise. A number of venues were chosen to host public consultation events including: Middleton Park Visitor Centre & Café; ASDA Middleton superstore; Middleton Leisure Centre & St George's One Stop Centre; BITMO; and Tenant's Hall. Opportunity to comment on how the general public would like to see the Park redeveloped, and share their views was made available through the Council's electronic consultation portal, Talking Point, open from 31/05/2015 to 15/05/2015. Consultation events were publicised via the following platforms: a formal press release; social media (Parks and Countryside Twitter Page); The ASDA Middleton community boards; and a display in the Middleton Park Visitor Centre. An important part of the consultation also involved

finding out the views and ideas of local children and young people, encapsulating the age equality group. In order to achieve this, various consultation sessions also took place at The South Leeds Academy; and Cockburn School.

In addition, Middleton Park, like many of the city's parks and greenspaces, benefits from the participation, engagement and support of a friend's group; of which the friends of Middleton Park is an outstanding example. From the inception of this concept, through the initial consultations and then moving towards the detailed development of proposals, the friends and other stakeholders including Wades Charity have been able to support in communicating aspirations to the broader public and the local community.

Consultation with the public has enabled us to build up analysis of customer needs, highlighting what differing user groups require from said facility. This is provided as a supporting document. Information was gleaned from the existing user base that chiefly use the golf club house to for cycling and running focused activity meeting space. Customer experience journeys have also been provided as supporting information, giving an insight into the diversity of the user base currently in place.

Ultimately, the extent of the consultation exercise undertaken identified that 83% of respondents wanted investment into Middleton Park that provided more opportunities for physical activity, with 71% in favour of cycling related activities. LCC feel that the consultation exercise has been all-inclusive and entirely accessible on a variety of platforms. With this in mind, LCC seeks to further include the inclusivity of all equality groups to develop the proposal further on the ground, and move forward in improving the use of the facility by under-represented groups.

In order to do this, the design of Leeds Urban Bike Park and the Social Cycling Hub has been created in order to accommodate maximum accessibility within as much of the site as possible.

We predict that under-represented equality groups will chiefly be influenced by age, disability, and gender. This is due to the fact that the main barriers to accessibility will be the built environment of the facility, which although can be freely accessed by all, will require different levels of riding experience depending on which ones a user rides.

- **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 trails have also been designed in a way that caters for all ages, and cyclists of all levels of experience. Mountain Bike Trails are graded in a coloured system, which designates the level of experience you are likely to need to ride the trails in accordance with their difficulty. The site will encompass 4 different grades ranging from green (lowest level of difficulty), blue, red and black (highest level of difficulty). In doing so, we hope to provide an experience on site which is in line with a variety of different levels of cycling expertise, and ages. In addition to this, adjoining features such as the mini-pump track, pump track and skills zone provide the opportunity for the development of skills, off-trail. Features such as the mini-pump track, will

specifically target those of a younger age group or lower level of expertise, whereas the more complex trails will attract and provide for the more experienced rider.

The trails, although built to be chiefly used by off-road, mountain bikes, certainly have scope within them to introduce permanent, all terrain accessible chairs and bikes on site. LCC, with specific help from colleagues in Sport and Active Lifestyles Team have already facilitated a number of disability-bike focused activities on site. October 2016 saw the annual Disability Festival and Taster Day, held this year at Middleton Park. Through hosting this LCC Active Leeds Partnership Managers have made a partnership with the William Merritt Centre and the creating connections project. Provision has also been made for disability coaching sessions, and trike sessions, with the hub having access to accessible chairs/bikes at the nearby John Charles Centre. The "off road" cycling link to the space at John Charles Centre for Sport also poses the future potential support of JCCS adapted bikes programme which could make particular use of the current (green-graded) road trail circulating the park to further develop biking confidence. With the redevelopment of the social hub, we also hope that barriers to disabled users will be eliminated, and features such as the disabled toilet on site can be improved and enhanced to an appropriate standard.

Cycling is a heavily male dominated sport. With this in mind, LCC has already begun to engage successfully with all-female groups. In conjunction with CIC Cycle Pathways, the golf club house now acts as a focal point for the meeting for various female-only cycling and running groups including the South Leeds Sisters. We envisage the development of better cycling infrastructure in the park, and the improvement of facilities will enable groups such as this to enhance and build on their current member levels.

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

Moving forward from the work completed to date to ensure there is regard for equality and inclusion within this project, we aim to maintain this equality work throughout the build completion, and upon full opening. To do so, evaluation of Key Performance Indicators will be essential. This will be chiefly through finding a way to monitor how local people, and indeed the entire user base, are engaged in the management and success of the facility. It is proposed that collating data on user profiles will help enhance this and build a better understanding of over-represented and under-represented groups, which can then inform strategy in terms of developing the facility further. Such data will also provide information on the success of the facility in terms of membership/visitor numbers and will be beneficial for market analysis.

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 Parks and Countryside Officer	22/02/2017
Date screening completed: 22 nd February 2017		

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: